N DECEMBER 4. Secretary of Education Lamar Alexander proposed new rules governing the legality of scholarships for minority students. They declare campus diversity a good thing, but race-specific scholarships a bad thingunless a private donor or Congress creates them.

Mr. Alexander's action leaves unanswered questions about civil-rights law, educational policy, and the politics of the ruling. By the first week in March, responses to the proposals must be in. Yet no matter what they are, no matter what the Secretary's final regulations ultimately are, the issue of affirmative action will still be with us-because educational inequities will still be with us.

The birth of affirmative action in the late 1960's and 1970's was a struggle. Its most principled opponents argued honorably that American law and public policy ought to be color-blind. Anything that was limited to one race, no matter how well intentioned, was wrong. Unfortunately, not every opponent was principled. The argument about affirmative action also was divisive and prejudicial, a misinformation campaign that demonstrated more hostility about a remedy for injustice than about the injustice itself.

After the 1970's, the struggle became less rancorous in higher education. Indeed, during the 1980's, the Department of Education received fewer than a dozen inquiries or complaints about race-specific scholarships. However, during the same decade, the opposition to affirmative action gained two weapons. First, the elections of Ronald Reagan and George Bush to the Presidency permitted lower federal officials to translate ideological opposition to affirmative action into practice. Second, some highly accomplished African-American intellectuals began to criticize the programs that had, ironically, often aided their education.

Of these writers, I find the most persuasive to be Stephen L. Carter, the Yule Law School professor and author of Reflections of an Affirmative Action Baby (BasicBooks, 1991). Speaking to a black audience, he defends the right to dissent from communal orthodoxies. Speaking to people like me, he claims that affirmative action has had its day. To its credit, affirmative action has nurtured a black middle class, Carter says, but its members pay the price of being stigmatized as people who made it only because of that remedy.

Given the persistence of the resistance to affirmative action, it might be tempting to toss up one's compliance plans and agree that affirmative action has gone astray, over the top, beyond the pale. Certainly, it has not brought a paradise of equity, and its administration has often been clumsy. Institutions have made some bad, cynical faculty hires and admitted some students without sufficient preparation and support. A very few faculty members and students have ripped off the system by manipulating it, for example by playing on racial guilt. I have occasionally grouned at the ways of bureaucracy as I have read and written affirmative-action

Despite all this, affirmative action has not gone estray. It anything, it has been driven astray by sloppiness, indifference, and belligerence. I have heard faculty members and administrators say biased things about women and minorities and deliberately ignorant things about affirmative action, such as "it's forcing quotas down my throat"-their behavior revealing why affirmative action was necessary in the first place. I have listened to members of the same groups rationalize their inability to hire anyone other than a clone by blaming a "limited pool" of minority candidates or the "dual career" demands of women of all races.

The important reality is this: Affirmative action has worked. To be sure, it has lumbered and creaked. It has worked slowly, unevenly, and incompletely—particu-

larly when support for equity has been mean and opposition to it lavish. Arguably, it has worked least well for black males. Nevertheless, affirmative action has

The process of doing affirmative action has demonstrated that the pool of qualified candidates was wider and deeper than the academy had previously admitted. The process also has released talent and industry. Think, for example, of the career of Dolores E. Cross. At 19, she was married, a clerk at the Newark Board of Education, pregnant with her second child. She entered college in 1955, received her Ph.D. in 1971, and is now the president of Chicago State University.

DREOVER, as the heroic example of President Cross shows, the academy now has greater diversity among students, staffs, and faculties. In 1990, the United States awarded the greatest number of doctorates ever; 36,027. From 1960 to 1990, the proportion of women earning them increased from 11 per cent to 36 per cent, including more women from every racial group.

Yet, even if affirmative action has not gone astray, it is time to rethink it. This proposal is not a craven submission to the anti-affirmative actioneers but the recognition of another reality: Affirmative action was the creation of a historical period, meant to heal its historical problems. Then, despite the passage of several civil-rights laws, virtually no members of minority groups and only a handful of white women were being

"A broad review is due, a rethinking that avoids both the easy comforts of hysteria about any change and the denunciation of affirmative action's mere existence."

allowed to advance in predominantly white institutions. This period is receding. The problems have mutated. One reason they have done so is that affirmative action did work to a degree, because it did help to nurse affirmative-action babies.

In 1975, the Carnegie Council on Policy Studies in Higher Education foresaw such an evolution. Its valuable study, "Making Affirmative Action Work in Higher Education," describes affirmative action as a "transition period between actual past deficiencies of major proportions and potential future achievements of true equality of opportunity." Because affirmative action is such a transitional program, the book concluded that it needs periodic reviews to see "what amount and kind of federal involvement is still necessary."

In the harsh early light of the 1990's, a broad review is due, a rethinking that avoids both the easy comforts of hysteria about any change and the denunciation of affirmative action's mere existence. Rethinking entails

Reinvigorating the purpose of affirmative action, which was to remove prejudice and open the gates of higher education. Today, because class and the economy, perhaps as much as race, are closing these gates, the process should take a student's economic background into account, in addition to minority status.

Enlarging the meaning of affirmative action. Narrowly construed, it is a legally mandated employment practice. Broadly construed, it is the umbrella term for all the programs that reflect a community's commitment to equity. The broader the construction, the more successful the practices for advancing underrepresented groups seem to become.

■ Creating a national "equity ledger" setting out what equity means in student admissions, financial aid, and retention and what it means in employment. We should rigorously examine all the preferences that now exist in these areas. We would then ask who breathes deeply enough of the air of equity on that fabled site, the level playing field, to drop the oxygen mask of affirmative action-and, crucially, who does not.

 Strengthening the links among various kinds of schools and colleges. Disadvantaged junior-high and high-school students feel more comfortable in college if they have some experience of college—even a visit before they get into first-year English. Communitycollege students need good transfer programs to fouryear institutions; many poor and/or minority students are in community colleges. For example, the number of Asian Americans enrolled in all higher education grew from 198,000 in 1976 to 497,000 in 1988. Most of these students attend public institutions, and almost one-half are in a two-year college.

Nurturing the historically black colleges and universities. Of the baccalaureate institutions in the United States whose minority graduates went on to earn Ph.D.'s between 1986 and 1990, 17 of the top 20 were historically black colleges and universities. The other three were urban institutions; Wayne State University, City College of the City University of New York, and New York University, At Howard and Hampton, Spelman and Fisk are many of the next generation of black scholars, researchers, and teachers.

Remembering the obvious, that the purpose of higher education is education. Thus, rethinking affirmative action means accepting the new scholarship about women and gender, race and ethnicity, domination and freedom, class, and sexuality. The syllabiofan equitable community will reflect these intellectual movements, not because faculties are filled with Dr. Feelgoods of thought, but because they are thoughtful.

 Expanding, with more passion than many of us in higher education have shown, affirmative action for children. Any rethinking for higher education is chaff unless we feed, shelter, love, and educate all children. In my neighborhood is Scotty, a retired man and shrewd observer, who gets his coffee and hangs out at the delicatessen next to my Victorian house. For two years, Scotty has babysat for a husky, bright little kid. Luther, the child of a single, working mother. Recently, when I had not seen Luther with Scotty for several days, I asked where Luther was. "Oh," said Scotty, with relief, pride, and happiness, "he got into the Head Start program. He's in that Head Start. He's on his way." Here, in my neighborhood, is a dollop of affirmative action for children. How many neighborhoods have programs for a Luther?

N ADRIENNE RICH'S NEWEST BOOK, she has a title poem, "An Atlas of the Difficult World." There she writes of the waste of "those who could bind, join, reweave, cohere, replenish . . . those needed to teach, advise, persuade, weigh arguments/those urgently needed for the work of perception/work of the poet, the astronomer, the historian, the architect of new streets."

Affirmative action is a meritorious plan against obscene waste. We need to rethink it so that it can better bind and reweave the present. If we fail to do so, we will have pushed it further astray, to be devoured by its enemies or to atrophy on a diet of inertia.

Catharine R. Stimpson is university professor and dean of the graduate school at Rutgers University at New Brunswick. This article was adapted from the 1991 Woodrow Wilson National Fellowship Foundation annual lecture.

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Quote, Unquote -

News Summary: Page A3

When you look at what will be happening at the elementary and secondary schools, you see that the students are definitely going to be there. An important question for the colleges is whether they will be able to secure the funds to accommodate these people." Co-author of a report on projections of enrollments for next 10 years: A1

"Everybody feels there's a treasure of Soviet intellectual activity that needs help, needs to be saved before it goes down the drain." Executive officer of the American Academy of Arts and Sciences: A1

"Unfortunately, we come very quickly to the forefront of mathematical knowledge. A professor who studies ways to reduce traffic snorts: A11

"Students wan't have to kiss the bride through a veil." A professor on the Jewish neological Seminary's plan to offer courses in Yiddish: A20

"We can take pride in what has been accomplished, but it would be naive igot to think that the real major steps groupe still ahead of us." A college preside writ on NCAA's offorts to reshape colt , ege sports: A38

"Museums are Esupposed to be in the business of shaping, not reflecting waste. A stendy diet of commodified culture can only dull the public's critical capacities.' An art-history professor: B3

"Getting astronomers to make choices among telescopes is a far cry from getting the scientific mmunity to agree on the relative importance of molecular

genetics, atmospheric chemistry. and materials science." Micial of the American Association

for the Advancement of	Science: A52
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Enrollment Projections Revised Upward in New Government Analysis

A 13% increase, to 16 million, expected by 2002

1977-1989: Actual enrollment, in millions 0-2002: Projected enrollment, in million

1982 1987 1992 1997 By JEAN EVANGELAUF The new projections should help col-

In findings that present a rosier outlook for college enrollments than previous studies did, the U.S. Department of Education estimates that the number of college students will climb from 14.1 million in 1991 to 16 million in 2002.

The projected 13-per-cent increase is largely the result of rising college-enrollment rates and the growth, beginning in 1996, of the 18- to 24-year-old

population. A table detailing enrollment and other projections appears on Page A36.

53 Million Schoolchildren

The department has also revised upward its estimate of enrollments in elementary and secondary schools. By 1998, the number of schoolchildren will surpass the peak of 51.3 million reached in 1971, and will climb to 53 million by 2002. Those projections are some 6 per cent higher than earlier ones because they take into account updated Census Bureau statistics indicating increased fertility and immigration rates.

leges conduct long-range planning, said Debra E. Gerald, a co-author of the report and a statistician with the depart-

"When you look at what will be happening at the elementary and secondary schools, you see that the students are definitely going to be there," she said. "An important question for the colleges is whether they will be able to secure the funds to accommodate these peo-

Commenting on the projections, Elaine El-Khawas, vice-president for policy analysis and research at the American Council on Education. agreed that college enrollment would continue to climb.

"In our society, beginning workers need some college-level training," she said. "Jobs for high-school graduates have dried up, and college training has

become the new minimum." For the first time, the department forecast college enrollment by racial and ethnic group. The figures, which the department termed "preliminary."

go through 2000 only. They indicate that minority enrollment will grow faster than white enrollment, continuing the trend of the 1980's.

Over all, the proportion of enrollment made up of minority-group members is expected to rise to 22 per cent in 2000 from 20 per cent in 1991. That increase would be due in large part to growth in minority populations rather than to a rise in the college-attendance rates of those groups, Ms. Gerald said.

Shift in the Age Distribution

The number of female students will rise at twice the rate of male students. according to the department. From 1991 to 2002, female enrollment is projected to rise 18 per cent, to nearly 9 million, while the number of male students will increase 9 per cent, to 7 million. By 2002, women will account for 56 per cent of all college students, compared with 54 per cent in 1991.

A shift is expected in the age distribution of college students, with a growing proportion of them expected to be 35 Continued on Page A36

Jeremy J. Stone, head of the Federation of American Scientists: "Let's put this on a capitalist basis. Let the American scientists figure out who's who."

Plight of Russian Scholars in Weak Economy Prompts New U.S. Efforts to Support Them

By KIM A. McDONALD Concern over the survival of Russian scholars in their country's deteriorating cconomy has prompted some American foundations and scholarly organizations to

explore new ways to help.

Among the ideas being considered are competitive grants to Russian scholars or institutes, subcontracts to Russian researchers, and a system of "sister institutions" linking American universities with Russian institutes in cooperative research.

Most of the proposals have been crafted in recent weeks, in response to reports of deteriorating working conditions for Russian scholars and the threat of a massive emigration of Russian scientists and intellectuals.

While the ideas for the new programs have grown out of a concern for the academics' welfare, the assistance is intended

to be much more than a humanitarian gesture. In disciplines in which Russians are acknowledged leaders, such as mathematics and theoretical physics, many American scholars say they fear the inability of key individuais to conquet research of the demise of certain institutes would eliminate important resources used by the rest of the world. "Everybody feels there's a treasure of

Continued on Page A41

Olin Fund Gives Millions to Conservative Activities

The John M. Olin Foundation has been called the country's most effective private philanthropy, but it draws fire from critics who dislike its goals.

STORY ON PAGE A31

USING MATH TO SOLVE ENVIRONMENTAL PROBLEMS Mathematicians are seeking a role in building models of the natural world: A7

HELP FOR RUSSIAN SCHOLARS

American organizations are seeking new ways to support Russia's scholars amid rising international concern over their fate in a deteriorating economy: A1

CROSS-DRESSING AND SOCIETY

A Harvard U. professor maintains in a new book that cross-dressing is a central part of human culture: A7

MAJOR SHIFT FOR LIBRARY ORGANIZATION

The Research Libraries Group, once widely seen as elitist, is reinventing itself and seeking new members to prepare for changes in information technology: A21

HOW SCIENCE PRIORITIES ARE REALLY SET Popular myths mislead many researchers who hope to take part in the process. Point of View: A52

ART MUSEUMS AND REVISIONIST SCHOLARSHIP The failure to draw on academic trends in developing exhibitions stems from a deep-scated fear of controversy and critical thought. Opinion: B2

Global warming could cause growth of Ice sheets: A10 Scientists say dyslexia may not be distinct disorder: A10 Cosmetic surgery called a colonization of women: A10 Evidence found that universe will expand forever: A10 Books: A feminist reading of Impressionism; the myths of omography; the origins of the modern mind: A8 King's papers due, a year after plagiarism revelation: A7 Host prolific scientist produced an article every 3.9 days: A7 NSF announces Presidential Young Investigator Awards: A12 76 new scholarly books: A14

NEW FOCUS FOR RESEARCH-LIBRARIES GROUP The organization is seeking a broad expansion of its membership as it makes changes to keep pace with the revolution in information technology: A21

People celled obstacle to curricular use of technology: A21 faculty volunteers tapped to explain university's policy: A21 Telecommunications network serves 14,000 libraries: A21 Records of 10 Spanish noble families on optical disks: A23 Percussionists get a prototype electronic network: A23 A hospital tries computers in place of patient charts: A23 Magnetic cards offer 24-hour access to computer labs: A23 Wideodisk images of skeletons used to teach anatomy: A23 Distance-education center's free electronic services: A23 ⁶ new computer programs, 2 new optical disks: A24

Personal & Professional Concerns

RADITIONAL CONCERNS AT JOHN F. KENNEDY U. A quarter century after its founding as a trail blazer in adult education, this non-traditional university is "in oes of dramatic change," its president says: A5

LIFE CAN BE A CIRCUS FOR THIS ADMINISTRATOR An assistant dean at the U. of Louisville combines his academic background and his skill as a trapeze artist to give students a learning experience: A17

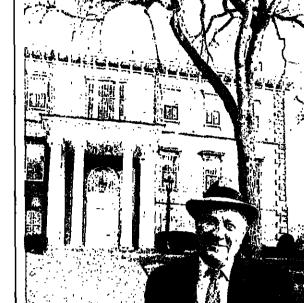
THE MAN WHO PUT TUFTS ON THE MAP After a widely praised tenure of 15 years as the

university's president, Jean Mayer is preparing to become its first chancellor and chief fund raiser: A17

OLIN FUND EMBROILED IN PC CONTROVERSY The John M. Olin Poundation gives millions to back conservative activities on campuses, and its critics charge it with having a political agenda: A31

WHEN LAW SCHOOLS TRY TO REFORM

Lawyers may not know much about education, but they know a lot about precedent." Opinion: BI



Jean Mayer, its president, says Tufts U. had to create new areas of study to attract new sources of income before it could put money into existing programs: A17

New York Investigation blames many for fatal stampede: A4 Northern Illinois U. crects tribute to Martin Luther King: A4 Exhibit of impressionist art due at Colby museum: A4 U. of Bridgeport unveils plan for possible merger: A4 Armed man arrested at Notre Dame president's office: A4 Arson suspected in 13th Mankato State fire since June: A4 Yale considers long-term faculty cuts in arts, sciences: A5 Roleased hostage from Lebanon returns to classroom: A5 Community coilege offers food, basics to needy students: A5 College president's contract extended despite discord: A17 W.Va. tries to block professor's testimony in its lawsuit: A17 10 new books on higher education: A19

Federal & State Governments

DATA ON LOAN DEFAULTS CHALLENGED Many colleges and technical schools claim that federal data on their bad student loans are in error: A25

NEW BURDENS OVER ANIMAL PROTECTION Research universities aren't worried, but small colleges

may have big problems with a court decision applying animal-welfare laws to rats, mice, and birds: A25

RELIGIOUS COLLEGES AND TAX-FREE BONDS Legal disputes in two states have focused new attention on the doctrine of church-state separation: A29

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NCAA LEADERS SEE PROGRESS ON REFORMS

- Many of the goals laid out in 1990 have been achieved, they argue, but other observers say some objectives have not been met: A38.
- Some 67 rules changes were adopted at the association's annual convention this month: A39

Farm systems proposed for football, basketball: A38 NCAA rejects plan for non-scholarship level in Division I: A38 Convention allows athletes to gauge their market value: A38

Finance

OBJECTIVE SCHOLARSHIP OR POLITICAL OBJECTIVE?

■ The Olin Foundation's success in supporting conservative critics of higher education has generated criticism of the foundation itself: A31

■ Grant recipients listed in Olin's annual report compose a "Who's Who" of the academic right: A32

University sues over patents involving fax machines: A31 Book warns that future students may suffer financially: A31 College locks out students who owe overdue tuition: A31 Foundation grants; gifts and bequests: A32

ENROLLMENT FORECAST: BETTER THAN EXPECTED In an optimistic analysis, the Education Department has estimated that the number of college students will grow

to 16 million in 2002, a gain of 1.9 million: A1 ■ Fact File: A36

MINORITY ENROLLMENT UP 10% The number of students from minority groups rose 10 per cent from 1988 to 1990, reaching record levels, the U.S. Department of Education reported: A33

■ Fact Files: Enrollments by race in 1990, with stateby-state breakdowns: A37

■ Minority students are more likely to go to college than whites from same socioeconomic background: A33

MORE FRESHMEN CHOOSE COLLEGES BY COST For a growing number of students, pocketbook issues dictate their decisions about picking a college: A33

U. of Houston fraternity shut down over unruly behavior: A33 Black, white students live in each other's dormitories: A33 Fact File: A profile of this year's college freshmen: A34

International

U.S. AID FOR RUSSIAN SCHOLARS

As Russia's deteriorating economy heightens international concern for the fate of its scholars, some American groups are trying to help them: Al

CHANGE IN SOUTH AFRICA

Transition to a new constitution will bring a major reassessment of higher education and government's role in supporting it: A41

A REBIRTH FOR ESTONIA'S FRATERNITIES After being banned for half a century, fraternities and

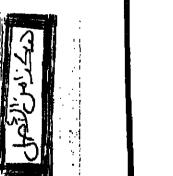
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Leaders of Russia's science academy look familiar: A41 Israeli academics protest erosion of their salaries: A41 Reason unclear as Mexico's education secretary guits: A41

MUSEUMS IGNORE 'NEW' ART HISTORY Revisionist scholarship has revitalized the field in colleges and universities, yet its impact on exhibitions has remained slight. Opinion: B2

ARTISTIC RESPONSES TO EINSTEINIAN PHYSICS The work of American artists such as Jasper Johns contains stunning visual metaphors of Einstein's vision of space, time, and light: B52

Appointments and resignations in academe: A45 Deaths: A46 Calendar of coming events and deadlines: A46



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The college community is invited to attend an informational meeting

PHASE I CONSTRUCTION E. KENT DAMON CENTER ENERGY RETROFIT PHASE II RESURFACE PARKING LOTS PERIMETER ROAD PAVING, . . . WIDOW RETROFIT

From the catalogue of the University of Colorado at Denver:

"Legislators eventually designed a compromise. Denver received the state capitol, Boulder and Canon City, two other ambitious towns also sought state institutions. Canon City, at least in legend, was given a choice between the state university and the state penitentiary. City fathers in the southern Colorado town reckoned that the prison would be better attended. Prisoners, they figured, would be better behaved than university students and, in those days, prisoners could be hired as cheap labor. Furthermore, college professors were a poor and strange lot, sometimes as dissipated as their students. So Canon City chose the prison and Boulder received the state university as a consolation prize."

From Evergreen State College: "The College's Affirmative Action Policy and the policy of non-discrimination which assure equal employment opportunity and access to programs are based on the following

"... 14) Equal Pay Act of 1963 (requires equal sex for equal work)."

state and federal laws, and executive

From the report of a "risk-management assessor" to the University of California at Irvine:

"It has been noted by University officials that the eucalyptus trees which proliferate the campus, have an inherent natural tendency to suddenly drop their branches. Their brittleness seems particularly susceptive to strong winds which can be prevalent at any time of the year."

From Falcon Times, the student paper at Miami-Dade Community College-North:

"Daughtrey said the three best things about Miami-Dade are that it is 'local, affordable and the quality of the education is next to none.

A job notice in this month's American Society for Microbiology News asks that applications be sent to the "Uninformed University of the ---C.O. Health Sciences."

In Brief

Report on stampede

criticizes City College

NEW YORK-An investigation into a stampede before a basketball game at the City University of New York's City College has found that a wide array of people-including college and system officials-were to blame for the tragedy that left nine dead last

A 67-page report on the investigation, which was commissioned by New York Mayor David Dinkins, made several recommendations for improving security on the cumpus. College officials said they had already made many of those changes in the wake of the

The report, "A Failure of Responsibility," concluded that the college provided inadequate security for the celebrity basketball game, which drew as many as 5,000 people to a gym that holds far fewer. The report also faulted city police and the head of the campus's evening student government.

Colby College embarks

on artistic 'time share'

WATERVILLE, ME.—The Colby

College Museum of Art will open

an exhibition next month that will

include world-famous pieces of

The exhibit is the result of an

unusual agreement between the

college and the Portland Museum

of Art, and was arranged by John

Payson, an art dealer who owns

In what Edward Hershey, the

director of communications at

Colby, termed "a kind of artistic

time-share arrangement," the col-

lege museum will house the 26-

painting collection of works, in-

MANKATO, MINN.-The worst

in a series of fires that have hit the

Mankato State University cam-

pus since June caused more than

\$120,000 in damage to the institu-

tion's art department this month.

blaze, which like the oth

arsonists.

of artwork.

minor.

No one was injured in the

lieved to have been the work of

The fire was the 13th to break

out on the campus since last sum-

mer and caused significant dam-

age to art studios and classrooms

(right) and destroyed collections

The other fires were relatively

State and local police are inves-

tigating the cause of the fires, a

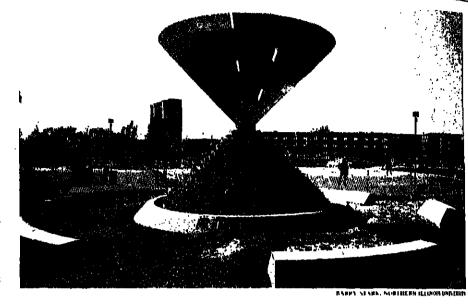
university spokesman said.

the collection.

13th fire hits

Mankato State U.

European Impressionist art.



A tribute to King at Northern Illinois U.

tall concrete sculpture called "The Balance of Equality" has been built on the campus of Northern Illinois University to honor the Rev. Martin Luther King, Jr. The abstract f

cluding Renoir's "Confidences"

DE KALB, ILL.—A 17-foot- | sculpture has sparked contro- | winner of a \$75,000 compelversy. Some critics have sug- tion sponsored by the universigested that a representational statue of King would have selected his work said an abbeen more suitable. The work, created by the

ty to honor King, Jurers who struct sculpture would reterate more discussion than sculptor Dann Nardi, was the | would a statue of King.

Heart University is located

U. of Bridgeport unveils

plan for possible merger

BRIDGEPORT, CONN. Trustees of the financially strapped University of Bridgeport voted last week to work with nearby Sacred Heart University on a plan that could lead to the merger of the lwo institutions.

Walter Wager, a Bridgeport spokesman, said officials were calling the agreement a "comprehensive association." It is unclear whether the end result will be a merger into a single institution, he (above), until June, and then ex- said, but he added: "It's certainly hibit it every other year. The Port- moving in that direction." land Museum will have the collec-

The plan would keep the tion when it is not at Colby.

Bridgeport campus open. Sacred

Fairtield, Conn. Bridgeport's law school, wh would be included in the age

ment with Sacred Heart, hashe secking to break away and aff ate with Quinnipiac Colle About 200 law-school supports disrupted the news confene where last week's plan was #

Armed man arrested at Notre Dame

SOUTH BEND, IND.-A P armed with a handgun and ala was arrested last week outsidely office of University of No. Dame President Edward A.聯

The man, Gerald V. Zi said he was there to serve Por Malloy with court papers. Zitkus had sued Notre claiming that the university violated his religious right banning him from the campa The university banned him the grounds because, office said, he had caused two pres disturbances.

Clarification

A story on a group of b college presidents plantill.
"summit meeting" of all of the colleagues said that Edward olina A&T University. 17 he Chronicle, January 18 While organizers said Mr. While was involved, he said lest part that he was not involved would not become involved a The Chronicle of Higher Education (uses 6009-1982) is published weakly except the third work in August and the last two works in August and the last two works in August 2007. Subscription rate: \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional malting offices. Copyright O 1992 by The Chronicle of Higher Education. Printed in the United States of America. Postagram Sand address changes to The Chronicle of Higher Educations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the significant of the advertisement shall constitute final acceptance of the significant of the advertisement shall constitute final acceptance of the significant of the

Yale considers trimming

_{arts} and sciences

NEW HAVEN, CONN. -- Yale University is considering a plan to eliminate about 12 per cent of faculty posts in the arts and sciences over the next decade. All reductions would come through attri-

Last February the university asked a committee of 12 arts and sciences professors to suggest ways to reduce costs. The committee presented its proposals last

Citing small enrollments and undeveloped programs, the committee recommended that some departments, like linguistics, be discontinued. It suggested that

neering, be merged or consolidated. And it recommended that the university reduce the number of faculty members in sociology.

Yale is running an \$8-million deficit, the first in 11 years. Over the past year, the university has attempted to reduce the deficit by, among other methods, cutting back on academic programs and laying off workers.

University officials are now seeking concessions in contract negotiations with unions representing Yale's 3,500 office workers. The contract was to expire last week. Yale wants to be able to transfer and lay off workers with greater ease, and to subcontract out more work.

Workers were planning a oneday work stoppage this week if no agreement had been reached. A others, including those in engi- | strike vote would be taken later.

Ex-hostage returns to the classroom

ALBION, MICH.—Five years af- | for four years at Beirut University ter he was abducted in Lebanon, Alann Steen (below) returned to journalism at Albion College.

"I'm perhaps a little bit out of academic shape," he said in un down. I don't think it will be a

College until he was taken hostage in 1987. He will teach three the classroom last week, teaching | courses at Albion. His wife, Virginia, teaches art history at the

Mr. Steen said he was excited interview. "But when things culm | to be back to teaching, but would probably have to update his lecproblem at all." Mr. Steen taught | ture notes for the 1990's.



College food bank serves needy students

meet can get free food and toiletnes at the college's Food Resource Center (below).

When the food bank opened in ¹⁹⁸⁸, it served 60 students a month. Now, because of the recession, the center serves about

SUFFERN, N.Y.-Students at | Although other colleges and uni-Rockland Community College | versities operate food banks, who have trouble making ends | most serve members of their comnunities, not students. "You can't take advantage of

school if you're worried about where you're going to get your next meal," said Mr. Greenberg. The center gets food through donations from local grocery that many each day, said Walter stores and social-service agen-



PORTRAIT

A Non-Traditional University Looks at Tradition



Charles E. Glasser: "We're defining ourselves in the context of the traditional models as well as in the context of our own history. We're trying to extract the best of both."

By THOMAS J. DeLOUGHRY

ORINDA, CAL. John F. Kennedy University was a trail blazer in adult education when it opened in 1965. Today it is still playing that role as it grapples with campus issues that most traditional colleges face well before their 26th birthdays.

Founded in a mortuary in Martinez. Cal., the university has graduated to renting a former grammar school and a former middle school here and some commercial space in nearby Walnut Creek. It has complemented its pool of more than 800 adjunct faculty members with 16 full-time faculty members-presenting new questions about campus governance and tenure.

The university also has plans to place itself on firmer financial footing by stepping up its fund raising. Officials want the university to own a campus and to wean itself from its heavy reliance on tuition.

In short, this non-traditional institution is striving to become a bit more traditional.

"Here's a culture in the throes of Glasser, JFK's president since 1990. "We're defining ourselves in the context of the traditional models as well as in the context of our own extract the best of both."

Night and Weekend Classes

JFK has been non-traditional 1,800 and has an average age of 37. Seventy per cent of its students are female, and 70 per cent are enrolled held at night or on weekends.

to older women seeking advanced ductivity. degrees has filled a "real impor-

tant" niche in higher education in the San Francisco Bay Area.

"I don't think we at the University of California are up to that," he says. "We don't know how to sculpt a program that would be useful and attractive to more than 2 or 3 per cent of that population."

Mr. Heyman, who is now a professor of city planning and law at Berkeley, applauds the efforts JFK is making to expand the role of its faculty. "They're obviously trying to make themselves more solid in a traditional way," he says. He attributes the plans to an "inner compulsion" among administrators to improve the university's financial standing and curricula and to pressure from accreditors to involve faculty members in curriculum de-

Onil P. Solt, director of the university's sports-psychology program and president of its Faculty

Senate, says the Western Association of Schools and Colleges did put pressure on the university to give nore power to its faculty members. The university responded by hiring dramatic change," says Charles E. full-time faculty members in 1990 for the first time and by sharing power with the Faculty Senate.

"We have certainly come a long way," Ms. Solt says in describing history," he says, "We're trying to the work the senate has done in establishing committees to handle faculty grievances, discuss faculty compensation, and judge proposals for new courses. "We see oursince its start, when it took the selves as being responsible for the name of the late President to honor establishment and ongoing review commitment to education. To- of the academic character and inday its student population numbers tegrity of the university," she says, and Child Counselor license.

Debate Over Tenure

While full-time faculty members in graduate programs that include are now being hired under one-year human consciousness, law, man-contracts, Ms. Solt and President agement, museum studies, and psy- Glasser both anticipate longer conchology. The remainder are under- tracts in the future and a debate graduates. Nearly all classes are about whether tenure should be offered. Such a debate would come at I. Michael Heyman, a former a time when many people inside

"We're struggling with the is-

sue," says President Glasser, "We want to make sure we honor, recognize, and continue the full-time faculty commitment to the university, but, at the same time, honor the adjunct faculty.'

The effort to hire and retain fulltime faculty members will be expensive, Mr. Glasser says, explaining that he would like to see the university win more grants from private foundations. A key to winning grants, he says, will be to make the university better known outside those fields in which it has been recognized for having unique pro-

'Greater Self-Knowledge'

The Graduate School for the Study of Human Consciousness may be the best known, attracting students from across the country. A brochure for the school says its students are "interested in developing greater self-knowledge and exploring their own potential for growth and personal develop-

The school's focus has attracted some critics, as well. "Touchy feely, flaky Californian, blah, blah." President Glasser says, mimicking those who, he says, have unjustly poked fun at the school. He points out that a majority of the school's students are in the transpersonal psychology program, which gives them experience in an Oakland counseling center and enables them to earn a master's degree that fulfills a requirement for a California Marriage, Family.

Such criticisms are old hat for Robert M. Fisher, the executive director of the San Francisco Foundation, who served as JPK's president from 1974 to 1985. He says any university that teaches non-traditional courses in a non-traditional setting has to expect a few gibes from traditional colleges.

"I think alternative institutions chancellor of the University of Cal- and outside higher education are have a very tough row to hoe ifornia at Berkeley and an adviser questioning whether tenure leads to through the eyes of traditional acato IPK, says the university's service complacency and diminished proing in the back of the bus all those years."





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Footnotes

The revelation a little more than a year ago that the Rev. Martin Luther King, Jr., had plagiarized portions of his doctoral dissertation while at Boston University in the 1950's significantly tarnished the image of the slain civil-rights leader.

The release next month of the first volume of The Papers of Martin Luther King, Jr.—edited by Clayborne Carson, Ralph E. Luker, and Penny A. Russell, and published by the University of California Press—could help call attention back to other facets of King

It was the editors of the King papers who first made public the fact of the plagiarism. Unfortunately, said Mr. Carson, a professor of history at Stanford University and the director of the King papers project, that explosive news drew attention away from other things of more lasting importance that King's papers reveal.

The first volume, which takes King to age 22, could be an important contribution to the understanding of African-American religion and its significance in King's life. Mr. Carson said. He noted, in particular, the involvement of King's father and grandfather in the national Baptist movement.

When King came on the scene, he said, "you probably couldn't find a black Baptist preacher who wouldn't have known who he was, because they knew his family."

"That goes a long way toward explaining why he suddenly appeared as a leader."

None of the documents in the first volume—which includes childhood letters and early school papers—have been published before, and most have not previously been available to scholars, Mr. Carson said. The second volume, detailing King's theological work at Boston University, should be out in a year; there will be 14 volumes in all.

Five of the world's most prolific scientists in the 1980's published an average of more than one research article a week from 1981 to 1990, according to statistics compiled from the Science Citation Index.

The two most prolific were Yury T. Struchkov, a chemist in the Soviet Union who averaged one paper every 3.9 days, and Stephen R. Bloom, a gastroenterologist in Britain, who averaged one every 4.7 days.

The other three, in order of productivity, were Mikhail G. Voronkov, chemist, Soviet Union; Aleksandr M. Prokhorov, physicist, Soviet Union; and Perdinand Bohlmann, chemist, Germany.

The ranking was determined by a computer search of papers in 3,200 peer-reviewed journals listed in the *Index*. A report of the study was published in the current (November/December) issue of *Science Watch*, a newsletter published by the Institute for Scientific Information, which also publishes the *Index*.

Scholarship

Mathematicians Develop New Tools to Tackle Environmental Problems

Many of them want to play a larger role in such research

By DAVID L. WHEELER

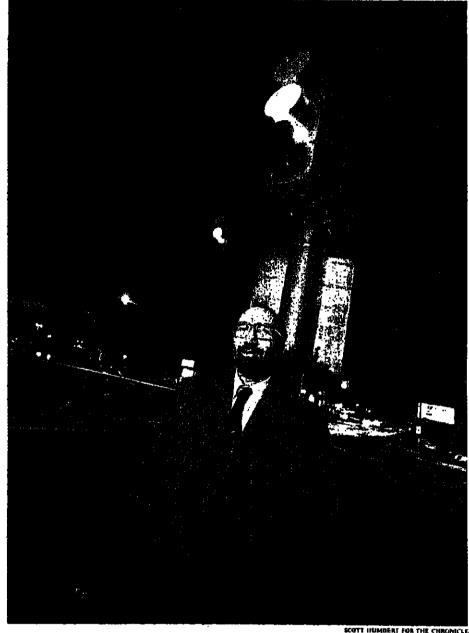
Idling cars spewing fumes, northern spotted owls seeking nesting sites in diminishing plots of old-growth forest, and molecules of sulfur dioxide settling through the branches of the human lung: Such events would not strike most scientists as inherently mathematical. But mathematicians using graphs, equations, and their own brand of abstract thinking have been involved in each of those problems and are seeking a larger role in other environmental research.

"Environmental mathematics is an attempt to get mathematicians to connect again with the natural world," says Ben A. Fusaro, a professor at Salisbury State University and the chairman of the Mathematical Association of America's new committee on mathematics and the environment. Mr. Fusaro was an organizer of a series of talks, workshops, and discussions of environmental issues at the association's joint meeting with the American Mathematical Society here this month.

Models of the Natural World

Mr. Fusure says mathematicians can help environmental researchers by building models of the natural world and by seeking out both the variables and the things that do not change, or "invariants," in a living system.

Most important, he says, mathematicians can help environmental researchers by finding the internal structures that link many different phenomena. One differential equation, for example, describes both the bouncing movements of a weight that is suspended from a mattress spring and the



Fred S. Roberts of Rutgers U.: He uses mathematical tools called interval graphs to time traffic lights, to prevent the unnecessary idling of automobile engines.

Scholar Finds Cross-Dressing Is a Central Part of Human Culture



Harvard English professor Marjorle Garben "I'm trained to read, and I wanted to read how people read themselves."

By SCOTT HELLER

Billy Tipton was a journeyman jazz musician who played the saxophone on the West Coast in the 1950's.

Married, with three adopted sons, he was found after his 1989 death to have actually been a woman. The funeral director who examined the body broke the news to his family. The story was aplashed across newspapers throughout the country.

The Tipton case came as little surprise to Marjorie Garber, professor of English at Harvard University, who argues in a book published this month that cross-dressing is central to our culture, not the weird phenomenon that many may believe.

"Historians record dozens, probably hundreds, of such stories of lifelong cross-dressers whose 'true' gender identities were disclosed only after death," she writes in Vested Interests: Cross-Dressing and Cultural Anxlety, published by Routledge.

In the 18th century, London gambling Continued on Following Page



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Scholar Finds Cross-Dressing to Be a Central Part of Human Culture

Continued From Preceding Page parlors took bets on the real gender of Chevalier d'Eon de Beaumont. Peter Pan. Heavy-metal rock stars an extravagant and mysterious wear makeup and lace. Madonna French diplomat who dressed as a steps on stage in a double-breasted woman. English courts and the suit and a monocle. It's her male French king ruled that he was fe- dancers who wear the oversized male. But an autopsy proved that he actually had male sex organs.

A Chinese Opera Singer

Two centuries later, another French diplomat was tried for espionage after passing secrets to his lover, a Chinese opera singer who for 20 years he mistakenly believed was a woman. The case became the basis of David Henry Hwang's award-winning play M. Butterfly.

Trained as a Shakespearean scholar, Ms. Garber was no stranger to the significance of crossdressing on stage. After all, boy actors took women's roles during the Renaissance, a matter of increasing interest to current scholars of drama. And Shakespeare's remarkably frequent use of sexual masquerade in such plays as Twelfth Night and Two Gentlemen of Verona hasn't gone unnoticed.

Contemporary popular culture. too, has been chock-full of genderbending entertainers. Katharine Hepburn wears the pants as Sylvia Scarlett, while Dustin Hoffman

the boy who refuses to grow up in cone-shaped brassieres.

Ms. Garber attended Madonna's "Blond Ambition" tour, part of the research for a book that skips across historical periods and genres with wit and abundon. She also visited drag shows in New Orleans, studied medical texts on sexchange operations, and read makeup and hair-style manuals for transvestites ("Bouffant styles belong in the sixties," one guide warns).

Inextricable Links

As a literary critic with an interest in popular culture, Ms. Garber wants to "read" clothing and style, much as she would read a book or a play. "I'm not an anthropologist, I'm not a scholar of comparative religions," she says. "I'm trained to read, and I wanted to read how people read themselves."

of the transvestite. And the transvestite shows a great deal about gender roles and sexual identity.

Transvestites and transsexuals ory, psychoanalysis, and the Cultural Studies.



Her crucial conclusion: Culture Billy Tipton, a jazz musician shown at center in this mid-1950's is inextricably linked to the figure photograph, was found after his death to have been a woman.

teeters on heels in a red-sequined challenge established notions emerging field of gay and lesbian

about gender itself, argues Ms. studies. Ms. Garber is director of Garber, drawing on feminist the- Harvard's Center for Literary and

"One of the most important as-

pects of cross-dressing is the way in which it offers a challenge to easy notions of binarity, putting into question the entegories of female' and 'male,' whether they are considered essential or constructed, biological or cultural," she writes.

Is he a he, or a she? "Transvestism destabilizes and disconcerts." Ms. Garber says, making room for other possible identities.

Ms. Garber takes her argument further. The cross-dressed figure disrupts the idea of categorization itself, she argues, and thus appears on the "horderline" of other disputed cutegories, such as race and nationality.

She cites Richard Wright's short story "Man of All Work," published in his book Eight Men. In the story, an out-of-work cook named Cart disguises himself in his wife's clothing to get a job as a maid to a white family.

"I've got on a dress and I look like a million black woman cooks," Carl tells his wife at one point. Who looks that close at us colored people anyhow? We all look alike to white people."

Inexpressible Sentiments

Cross-dressing often packs a political punch, allowing inexpressible sentiments to be voiced in disguise, Ms. Garber says. She points out that drag queens were at the forefront of the Stonewall riots that

are considered to be the founding of the modern gay-rights movement. Dressing can become a way to redress inequality-"the translation of a mode of oppression and stigmatization into a often told in what Ms. Garber desupple medium for social commentary and aesthetic power," she

The press release for her book makes it clear: Ms. Garber is not a transvestite. But she says she has long been interested in how clothing and identity are related, and has always enjoyed clothing that blurs gender boundaries.

She remembers coveting a busehall jacket as a high-school student in New York, "I didn't want to borrow one from a boyfriend," she recalls. "I wanted one of my OWA." Later, as a Yale University graduate student, her typical dress-jeans, a shirt, and a thick belt-confounded a little girl on the street, who asked whether she was a girl or a boy. "Girls don't wear belts," the child told her.

Blurred Gender Identities

That clothing has different meanings across cultures and history is a subject close to Vested Interests, which considers Muslim garb, clerical vestments, and pirate costumes, among other things. The book is part of a flurry of academic interest in blurred gender identilies. Scholars such as Stephen Orge of Stanford University, Laumice Senelick of Tufts University. and Anne Herrmann and Martha Vicinus of the University of Michigan are at work on books about

"That Tipton could have preferred the life he lived. could have chosen it, with all of its logistical complications, seems, to many, unimaginable."

cross-dressing in theater, literalure, and history.

Notices for Ms. Garber's book have ranged from enthusiastic (The Women's Review of Books) to respectful (New York Times Book Review) to hostile (Boston Globe). Writing in the Globe, Camille Pagia, author of Sexual Personae (Yale University Press, 1990), a study of art, religion, and sexuality, called Vested Interests "a scrapbook of newspaper clippings. gay gossip, pedestrian plot summaries, undigested quotes from other books, and fulsome praise of prominent academics." Ms. Vicious, in The Women's Review of Books, described the book as 'an amarily rich study which will redefine current debate about the construction of sex and gen-

While Ms. Garber praises much of the contemporary scholarship about gender, she is wary of how often scholars and cultural critics ook "through" rather than "ut" the transvestite. In doing so, they lim the cross-dressed figure into a metaphor for something else. Or bey concentrate on the blurred figthe as a comment on one or the other genders. Women who musquerade as men are usually studied a examples of feminine strength,

not as a mix of the two genders played jazz at the time. "That Tipwith its own "erotic power," according to Ms. Garber, Transvestites' stories, whether in real life or in dramatic form, are

scribes as "progress narratives," These are stories of people who had to dress as a member of the opposite sex for economic or cul- ally or metaphorically. The auditural reasons. Their "real" gender is revealed at the end. The characters played by Jack

Lemmon and Tony Curtis in Some Ms. Garber prefers the stories Like It Hot are ideal examples: open-ended, the gender to remain Men on the run from the mob who indeterminate. That's when the dress up as women only as a means cross-dressed character is at histo escape. But, Ms. Garber argues, or is that her?-most subversive. real-life stories are often told the Says Ms. Garber: "The transvessame way. Newspaper accounts tite always slips that noose, always said Billy Tipton had dressed as a puts somewhat into question that man for his art, since women rarely certainty."

ton could have preferred the life he lived, could have chosen it, with all of its logistical complications and multiple social deceptions . . . seems, to many, unimaginable."

Ms. Garber writes. Such stories end with the crossdresser doffing his or her wig, literence or reader is once again reassured. This is a man. Or this is a



Many entertainers portrayed cross-dressers in popular culture. In the movie "Sylvia Scarlett," Katharine Hepburn dressed as a man.

BOOKS

French Impressionism; a Study of the Pornography Industry; Evolution of Culture and Cognition

-ELLEN K. COUGHLIN

Myths for the Twentleth Century

By Robert J. Stoller

228 pages, \$30)

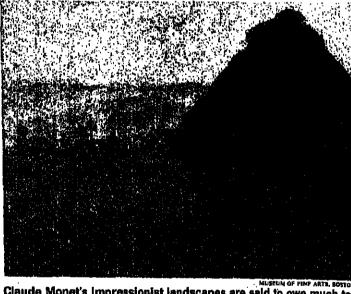
(Yale University Press,

impressionism: A Feminist Reading By Norma Broude (Rizzoli International Publications. 192 pages, \$40)

For most of the 20th century, French Impressionism has been understood, says Ms. Broude, as an "emotionally impassive art of optical realism"-an objective recording of light and color exactly as seen by the artist. Despite some challenges to that view in recent years, impressionist painting has continued to be regarded primarily as naturalistic and sci-

In this book, Ms. Broude, professor of art history at American University, argues that French Impressionist landscape painting in particular relies heavily on the influence of the more emotionally subjective Romantic art that pre- tions of 19th-century art have ceded it. She points especially to been pervaded by a "binary the work of Claude Monet, who died in 1926. "To find a meaningful parallel for Monet's continu- opposition and, specifically, . . . ing attentiveness to obloristic and tonal effects of atmosphere and understanding of the relationship. for his creation of effects of light that range from the bold and spec- ture." Because Impressionist tacular to the ethereal and eva- painting was seen as scientific nescent in his paintings from the and objective, qualities that are ... Bill: "My whole reason for 1890's on," she writes, "one must turn . . . to the earlier Ro- have failed to see, Ms. Broude the desire of the men in the world the ability to make tools. But Mr. nization of the brain and the culmantic landscape traditions of the says, its connection to the more who basically don't much care for Donald, a professor of psycholo-1830's from which Monet develsubjective—and therefore femi-, women and want to see the men gy at Queen's University in man brain is still evolving be-

At the heart of Ms. Broude's



Claude Monet's Impressionist landscapes are said to owe much to earlier Romantic art. Above, his "Grain Stacks, Setting Sun" (1891).

20th-century historians' concep- semination of cultural meaning." sies. thinking'' that is rooted in the "social construction of gender Porn: our culture's habitually gendered between art, science, and naunderstood as masculine, critics being in the Industry is to satisfy Some say it's language; others, the theoretic—changed the orga-

■ Kay: "I was very fortunate notes that in most areas of sci-

because I appeared in some good ence, from astronomy to zoolobudget films. I was steered in the gy, "theories of origin are in the right direction, and I followed my mainstream." But, he says, cogintuition, and I had some great nitive scientists have neglected to roles in the beginning. Then cruft a convincing explanation of things started to change. That's the origins of the human mind. why I dropped out of the business, because I'm not able to per- dy that through a wide-ranging form sex the way it's done now."

Dr. Stoller, a professor of psychiatry at the University of California at Los Angeles, who died others in the pornography busimeans of the private fantasies of argument is her contention that trism in the production and dis-

> ns of the Modern Mind: Three Stages in the Evolution of Culture and Cognition By Merlin Donald (Harvard University Press, 413 pages, \$27.95)

oped, and in particular to the nine—Romantic art. in my Industry, getting even Kingston. Ontario, says that cause of technological changes work of such artists as Turner.

The book's larger purpose, Ms. with the women they couldn't what vastly separates humans like computer networks that are Broude says, is to expose "the have when they were growing up. from even their closest cousins, external to the brain itself.

workings of Western phallocen I strongly believe this and chimpanzees is the complex ——CHRIS RAYN

the industry hates me for saying ways humans represent reality. In an introduction, Mr. Donald Mr. Donald attempts to reme-

examination of existing evidence from anthropology, archaeology. linguistics, neuroscience, physiology, and primatology. Mr. just before his book was pub- Donald interprets that evidence lished, interviewed Bill, Kay, and through the lens of cognition. "the mediator between brain and ness as part of this exercise in culture," which he contends was "urban ethnography," in which the engine of change. In contrast, he lets his informants do most of other scholars argue that the huthe talking. The idea, he says, is man mind's evolution rested simto study "a culture's fantasies by ply on an increase in the brain's

Mr. Donald says the mind's evolution involved three major adaptations, each of which led to a new system of representing reality. The "mental architectus of the contemporary human brain is a mosaic of the vestiges of each of those systems, he argues. He describes how each major

hypothesized transition in systems of representation—the episodic to the mimetic, the mimetic What makes humans human? to the mythic, and the mythic to

---CHRIS RAYMOND

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Mathematicians Take Larger Role in Solving Environmental Problems

Continued From Page A7 oscillations of an electrical current in a radio.

Robert McKelvey, a professor of mathematical sciences at the University of Montana who created a mathematical model for the northern spotted owl population in the Pacific Northwest, says that mathematics is needed to help set specific environmental policies because old methods of arriving at such decisions have failed. Arriving at a policy decision by placing a dollar value on both the costs and the benefits of an action, for instance, can't work if a dollar value can't be assigned to one or even both sides of cost-benefit calculations, Mr. McKelvey says.

Assessing the Costs

The timber industry is eager to point out the costs in jobs and dollars imposed by a logging ban in the mature forests where the northern spotted owl lives. But environmentalists claim no price can be set on the loss of the reclusive owl, which is protected by federal endangeredspecies legislation, or of the forests where it lives, which took hundreds of years to form.

Both sides, says Mr. McKelvey,

Global warming could cause a paradoxical effect in the

Northern Hemisphere-the

growth of ice sheets, research-

Gifford H. Miller, an associate

professor of geology at the Uni-

versity of Colorado at Boulder.

with a colleague from the Univer-

sity of Quebec at Montreal exam-

tic had responded to global tem-

glaciers and fossilized pollen

from oak trees in Europe. The

very similar to ones found at pres-

perature changes.

ers warn.



Satish Anjiivel: "The equations we are applying have been known for a hundred years, but the techniques of solving those equations are changing all the time."

are trying to preserve something economists, psychologists, and ers developed by mathematicians, that cannot be assessed in dollars: others, have developed a formal One wants to preserve a way of life tied to logging and the other a for-

est undisturbed by humans.

theory of making decisions with multiple conflicting objectives. known as multiple-criterion deci-

could provide clear outlines of en- the population stays stable or & vironmental problems, Mr. clines. The model randomly on McKelvey says. "In the end you can't find a magic formula that tells lates 250-year periods. Mathematicians, working with sion theory. That method, and oth- you what to do," he says, "but the

In his own work, Mr. McKehe has estimated how the portion of old-growth forests that is said from logging in the Northwest sil affect the chances of losing all the northern spotted owls. The ow prefer to nest under the canon created by the tall trees in the all growth forest, apparently because they have a better chance of escaing attack from predators there.

trade-offs can be made more

Mathematicians are accustor

to trying to comprehend uncert

ty, Mr. McKelvey says, wh

many policy makers are afraidor

He points to the controversy one

global warming: Policy makers,

says, "are so frozen by their on

servative natures that if they dieri

know what is going to happen, the

don't do anything."

Good and Bad Years

With a computer model of the owl population, Mr. McKeley simulated a series of good and be years for owls. In good years, out have plenty of food—chiefly small rodents—and search for new new ing sites and breed. In bad year ates good and bad years and sime

Mr. McKelvey's model used it

RESEARCH NOTES

- Study finds global warming could lead to growth of ice sheets
- Scientists say dysiexia may not be distinct neurological disorder
- Elective cosmetic surgery is said to be a form of submission
- Astronomers obtain evidence that universe will expand forever

ined the climate record for the Northern Hemisphere in the past 130,000 years to determine how ice sheets originating in the Arc-

Children with dyslexia may The scientists looked at climatnot have a distinct neurologiic records collected by other recal disorder as is commonly searchers, such as the deposits of thought, researchers say.

two report in the January 16 issue referred to clinics because they the start of the last Ice Age were ies for distorting the understanding of dyslexia.

The scientists also found that global warming attributed to an other institutions studied a group enhanced "greenhouse effect" could trigger glacier growth.

In particular, the scientists found that warmer ocean water at in 1983. high latitudes, cooler summer temperatures over continents in

fossil fuels increases in the at- distribution curve, dyslexia is not cision to have elective cosmetic mosphere, the models agree that a distinct disorder—just the botthe greatest warming will occur in tom end on a continuum of read-

causing ice-sheet growth "cannot grees of severity," the research. While, on one hand, cosmetic To determine which of the pos-

be lightly dismissed," the scieners write. The scientists also tists say. —DAVID L. WHEELER found that more than two-thirds

Many studies of dyslexin have say, before they make claims that focused only on children who are particular teaching methods have of Nature that conditions in the have difficulty with reading. Sci- dren improve without any interentists have criticized those stud- vention.

> To avoid that problem, researchers at Yale University and a form of colonization of wom- tive cosmetic surgery actually of 414 children who were selected at random from kindergarten at the University of Toronto. classes throughout Connecticut

In the January 16 issue of the dures as liposuction, breast augterms of liberation is really a kind New England Journal of Medi- mentation, and various kinds of of submission or colonization, the Northern Hemisphere, and cine, Sally E. Shaywitz, a profesbody "tucks" is on the rise, and she says. —ELLEN K. COUGHLIN tion Auriga. Using the star as a she says. —ELLEN K. COUGHLIN tion Auriga. Using the star as a she says. warmer winter temperatures led sor of pediatrics at Yale, and her between 60 and 70 per cent of to heavy snows in the Arctic. The colleagues report that they found such surgery is performed on reading abilities among the chilsays in the current (fall) issue of

Telescope, a team of astronotion of both hydrogen and deute-Although models of world clidren, who were studied throughHypatia: A Journal of Feminist mers has obtained evidence rium in the starlight, giving them

| Philosophy | Philo mate differ greatly in their predic- out elementary school. The re- Philosophy. tions of what will happen as car-searchers say that because no From a certain perspective, bon dioxide from the burning of separate "hump" appeared in the Ms. Morgan says, a woman's de-

the polar regions, the authors ing ability.

Sav.

Individuality, or transcendence over inherited limitations. But The climate models, combined dyslexia is not an all-or-none pheMs. Morgan argues that there are whether the universe will eventuwith the geological records, show momenon but, like hypertension several paradoxes inherent in and obesity, occurs in varying descent such a choice whether the universe will eventule universe has only according to the the descent such a choice whether the universe will eventule universe has only according to the the descent such a choice whether the universe will eventule universe has only according to the the descent such a choice whether the universe will eventule universe has only according to the descent such a choice whether the universe will eventule universe has only according to the descent such a choice whether the universe will eventule universe has only according to the descent such a choice whether the universe will eventule universe has only according to the descent such as the desc

with the state of the state of

of the children who were classified as dyslexic in the first grade were not considered dyslexic in the third grade.

Other researchers should be cautious, the article's authors cured dyslexia, since many chil-

Elective cosmetic surgery is . Ms. Morgan argues that elec-

statistical distribution of women, Kathryn Pauly Morgan

surgery could be used to create and celebrate eccentricity or uniqueness, she argues, it is most often a move toward conformity. She notes surgeons' reports that many women specifically request noses or breasts like those of beautiful celebrities. Occasional-

their eyes rounded. -D.L.W. surgery are attempting to conform to a culturally determined standard of attractiveness.

ly. Asian women seek to have

en's bodies, says a professor of signals dependence on the assessphilosophy and women's studies ment of others, who are, more often than not, bound up in the val-In the United States today, the ues of the dominant culture. incidence of such surgical proce- Thus, what is often understood in

> that suggests that the universe an indication of the relative abunwill continue expanding for-

The results, presented at last week's meeting of the American Astronomical Society in Atlanta. drogen in space is 15 parts deuter individuality, or transcendence shed new light on one of the most rium to one million parts hydropuzzling questions in cosmology:

ubothers the street of the most rium to one million parts that the gen, a figure that suggests that the

sibilities is the likely fate of the universe, Jeffrey Linsky, an astronomer at the Joint Institute for Luboratory Astrophysics at the University of Colorado at Boulder, and colleagues sought to examine the ratio of deuterium, a form of heavy hydrogen, to ordi nary hydrogen in space. Astronomers believe that all of

the deuterium that exists today was produced in the "big bang" explosion that formed the unverse. So by measuring the ratio of deuterium to hydrogen, scientists can estimate the amount of ordinary matter in the universe. That, in turn, can tell them whether the total mass of the cosmos is enough to allow gravity to slow the current expansion and force the universe to collapse of

Previous estimates of the ratio varied widely and were relatively imprecise. In their study, Mr. Linksy and his colleagues were able to improve on those estimates by determining the ratio within an accuracy of about 10

The scientists accomplished that by directing the Hubble Space Telescope toward Capella. light source to illuminate the gaseous clouds between it and Earth, Using the Hubble Space they then measured the absorp

According to the team's analysis, the ratio of deuterium to by tually halt its current expansion. -KIM A. MCDONALD

formation gathered by biologists, such as the amount of territory a pair of nesting owls requires. After thousands of computer runs simulating various combinations of good and bad years, the model showed that a critical threshold exists for the survival of the owl: When less than 20 per cent of the old-growth forest is saved the chances of the owl's survival drops

containing them.

"The equations we are applying

have been known for a hundred

ing on the lung models.

Although many may argue about the model's assumptions or the precise location of the threshold, the knowledge of the threshold's existence is a valuable contribution, Mr. McKelvey says. Likewise, he says, the mathematical models can help biologists determine what data are needed to improve such predictions.

Pollutants in the Lungs

Sometimes mathematics is used to model aspects of the biological world that scientists would have difficulty studying in any other

At the Center for Mathematics and Computation in the Life Sciences and Medicine at Duke University, mathematicians are trying to determine what happens to pollutants that enter the human lung. The configuration of the lungs in other species is so different from humans' that laboratory animals cannot be used to study the health effects of pollution in humans, says Michael C. Reed, a professor of nathematics and director of the Duke center.

Because experimental surgery on humans is out of the question,

"Environmental

mathematics is an

attempt to get

mathematicians to

connect again with the natural world."

Mr. Reed says mathematical models are one of the few tools available to help scientists understand what doses of pollution different parts of the lung will receive when breathing different concentrations

To solve the problem, mathematicians must first understand lung physiology. The sacs at the end of the lung, Mr. Reed says, have an enormous surface area: 80 to 100 square meters, the largest area in the body that is exposed to the outside air. "This is an enormous surface just sitting there and waiting to be injured," Mr. Reed says.

The branches of the lung-tubuir bronchioles—are protected by mucus that, in conjunction with the cells lining the lungs, sweeps many pollutants up and out of the lung. The mucus coat thins near the junctions of the lung's branches and is missing completely at the junctions themselves.

Duke researchers have created two-dimensional models that can simulate portions of the human ling, the thickness of the mucus lining, and the motion of the air and the pollutants that it carries into the ung during breathing. The models have helped the scientists discover that the edges of the sacs, near the

high concentrations of asbestos finose, the flow is turbulent and canhers when a person is breathing air not be simulated exactly by existing equations, he says.

Ending Traffic Jams

years, but the techniques of solving At Rutgers University, Fred S. those equations are changing all Roberts, a professor of mathematthe time," says Satish Anjilvel, a ies, conducts research designed to mathematician and an assistant reduce the pollution from automoprofessor of medicine who is workbiles by eliminating traffic snarls. Mr. Roberts uses mathematical Understanding the deposition of tools known as interval graphs to pollutants in the lungs will keep many applied mathematicians busy essary idling of automobile enfor at least a decade, says Mr.

The interval graphs, originally In the lower regions of the lungs, developed in 1959 to deduce the Mr. Anjilvel says, the flow of air is shape of genes, represent overlap-

bronchioles, are likely to receive regions of the lungs and in the don't overlap, there is no point on

In applying the graphs to traffic problems, mathematicians represent traffic flow that can occur simultaneously as points on the interval graphs. Traffic motion that cannot occur simultaneously, such as cars turning left and cars coming from the opposite direction, would not appear as points on the graph.

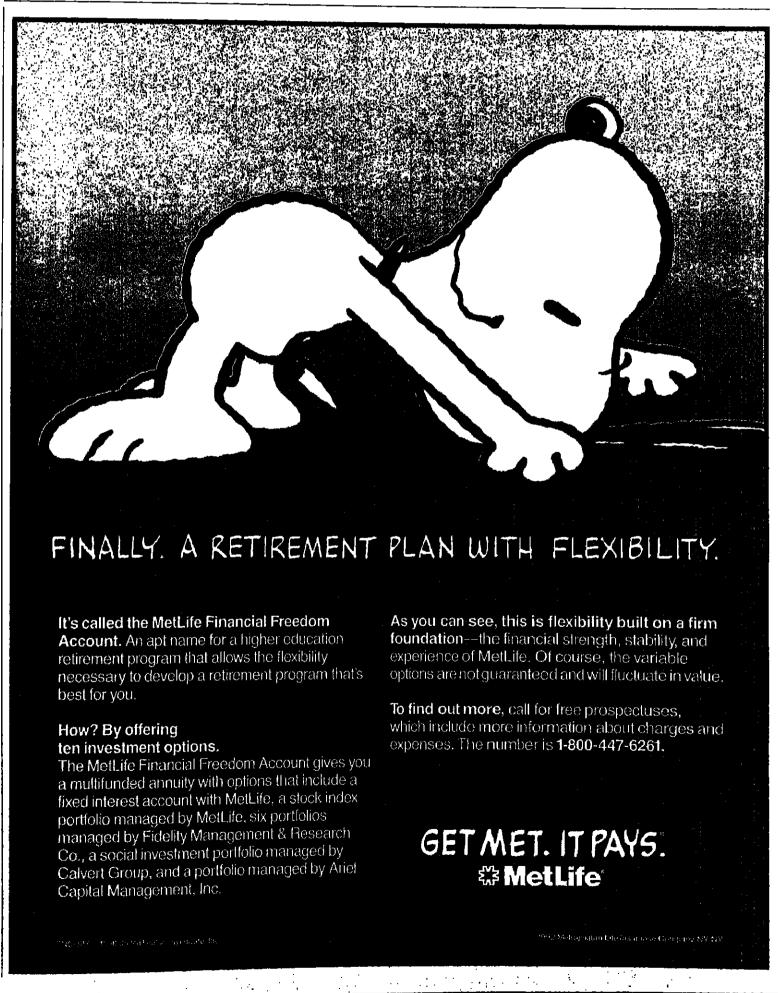
Mathematicians can search for the largest possible "clique," or time traffic lights to prevent unnec- cluster of points on an interval graph, to find how to move traffic efficiently.

The mathematical problem then expands to determine how to order the phases of green lights and how considered to be "laminar" and ping lines in a figure as points on a long each phase should be. As adjadard equations. But in the upper overlap: If two parallel segments are added, the problem becomes an knowledge," says Mr. Roberts.

increasingly challenging one for mathematicians

Another problem on which Mr. Roberts has worked is the design of one-way street patterns. Many cities have adopted one-way streets to move traffic more quickly. But the patterns, which also use graph theory, must be designed without making it too difficult to drive from one place to the other. Transportation officials might, for instance, ask mathematicians to arrange the pattern of one-way streets to make the longest trip that anyone has to take as short as possible.

Mathematicians do not have a way of computing the solution to that problem for all patterns, "Unfortunately, we come very quickly can be described exactly by stan- graph. Each point stands for an cent lights and surrounding streets to the forefront of mathematical



Presidential Young Investigator Awards Announced

The National Science Foundation has named 220 academic scientists and engineers to receive Presidential Young Investigator Awards.

The awards, which finance research by faculty members near the beginning of their careers, are intended to help colleges and universities attract and retain outstanding young Ph.D.'s who might otherwise pursue non-teaching ca-

Each recipient will receive up to \$100,000 a year for five years in a combination of federal and mutching private funds.

Following are the names of the investigators, their institutions, and their fields of study.

James B. Adams, U. of Illinois at Urbana-Champuign: computer simulation of met-

Anant Agarwal, Massachusetts Institute of tology: electrical engineering and computer science.

James P. Alexander, Cornell U.: high-enerey physics. Robert Anderson, U. of Culifornia at Santa

Cruz: surficial geology.

A. H. Annaswamy, Boston U.: mechanical

engineering.

Rajive Bagrodie, U. of California at Los
Angeles: computer science—distributed ian T. Baldwin, State U. of New York at

Buffalo: ecology. K. J. Balkus, Jr., U. of Texas at Dalias: zeolite molecular sieve chemistry. William P. Ball, Duke U.: environmenta

ongineering. John A. Bornard, U. of Alabama: metallursy and materials engineering. Brian W. Barshad, Carnegie Mellon U software engineering. Bernsid O. Bauer, U. of Southern Califor-

nia: process geomorphology.

Houngi Q. Bawendi, Massachusetts Institute of Technology: physical chemistry.

Dor Ben-Amotz, Purdue U.: liquid properties at high pressure.

Craig M. Benson, U. of Wisconsin at Madi-

Graig M. Benson, U. Of Wisconsh at Middison: geotechnical engineering.

Gragory Beroza, Stanford U.: seismology.

D. J. Bertsimas, Massachusetts institute of Technology: operations research.

Craig Bina, Northwestern U.: geophysics.

Anthony Bloch, Ohio State U.: dynamical systems and theory countril systems and theory control

field theory. Mary C. Boyce, Massachusetts institute of

ionathan D. Bray, Purdue U.: scotechnical

Recipients will receive the tollowing:

●off expenses pold for the 1992 Summer Institute

Joan F. Brannecko, U. of Notre Dame: chemical engineering. Yoram Breeler, U. of Illinois at Urbana-

Champaign: image processing.

Mark R. Brodi, Knox College: plant cell bi Andrew R. Buchman, Pennsylvania State U.; molecular genetics. William E. Buhro, Washington U. (Mo.):

chemistry.

Patricia R. Burchat, U. of California at
Santa Cruz: institut sciences.

Joel W. Burdick, Chilifornia Institute of
Technology: robotics and mechanical systems.

Judy Califa, U. of California at Davis: plant

molecular biology.

James C. Carrington, Texas A&M U.: plant virology.

Steven P. Castillo, New Mexico State U.: computer electromagnetics.

Chi N. Chan, U. of Washington: electro-

inignetics.

P. G. Charalambides, Michigan Technological U.: fracture mechanics and com-Kang-Ping Chen, Clarkson U.: fluid dy-

numics.

Stephen Z. D. Cheng, U. of Akron: solid state of polymer materials.

Ravinder Chons, Texas A&M U.: fracture mechanics.
Mol-Yen Chou, Georgia Institute of Tech-

nology: condensed-matter theory.

Linda G. Cima, Mussachusetts Institute of Technology: biomedical engineering.

Russell J. Composto, U. of Pennsylvania mechanical engineering.
Mark S, Cooper, U. of Washington; cellular and developmental biology.
Rene Cruz, U. of California at San Diego;

electrical and computer regineering.

Andraw W. Gumming, U. of Florida: dynamics of first- and second-order trunsl tions. Munther A. Dahleh, Massechusetts Insti-

and computer science.
Rina Dechter, U. of California at Irvine automated reasoning.

Jeaus A. del Alamo, Massachusetts Institute of Technology: electrical engineering

and computer science.

Dennis G. Deppe, U. of Texas at Austin: electrical and computer engineering. 6. G. Djorgovski, California Institute Technology: extragalactic astronomy. an Dobson, U. of Wisconsin at Madisor

matics. Michael R. Douglas, Rutgers U.: high-en

ergy physics.

Jemes A. Drallmeler, U. of Missouri at
Rolla: mechanical and aeronautical engineering. Edmund Durfee, U. of Michigan: electrical

engineering—intelligent systems. David A. Dzombak, Carnegie Mellon U. environmental engineering. Marc O. Eberhard, U. of Washington: clv

engineering.
Noam Eldas, Harvard U.: number theory.
Tahar El-Korchi, Worcester Polytechnic in ing. Ames R. Engetrom, Cornell U.; chemical

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NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Most of the books are scheduled for release this month, but publication datesas well as prices and numbers of pages-are sometimes approximate and are subject to change without notice. Some publishers offer discounts to scholars and to people who order in bulk.

The Anthropology of Slavery: The Womb of Iron and Gold, by Claude Meillansoux, translated by Alide Dasnois (University of Chicago Press/Athlone Press; 422 Pages: \$49.95 hardcover, \$18.95 pap ack). An anthropological study of pre-

ruvian Amazonia, by Peter Gow (Oxfon-University Press; 344 pages; \$79). Examnes kinship, acculturation, and historical change among the Indians of the Bajo Urubamba River region. A Politics of Virtue: Hindulam, Sexuality,

John D. Kelly (University of Chicago Press: 266 pages; \$39.95 hardcover, \$16.95 paperback). Focuses on links beudy of the British colony from 1929 1932; describes how debates over the vi tue of women and Hindu gods caused d visions in a once unified anti-colonia boycott in the island's Indian community

American Genro Painting: The Politics of Everyday Life, by Elizabeth Johns (Yalo University Press; 288 pages; \$40). Chailenges the notion that 19th-century genre paintings expressed Jacksonian optimism and faith in the common man; argues tha the works, which portrayed farmers boatmen, and other ordinary folk, were "socially constructed" for members of the New York clite who viewed such peo

Ston.

Glotto's Father and the Family of Vasari's

"Lives," by Paul Barolsky (Pennsylvania State University Press; 160 pages;

\$22.50). Explores family themes in the hth-century work Lives of the Artists b the Italian art historian Glorgio Vasari. Sinted Love: Prostitution in French Art of

the Impressioniat Era, by Hollis Clayson (Yale University Press; 232 pages; \$45) Examines images of prostitution in the art of such painters as Cézanne, Degas, Ma-net, and Renoir, as well as in the work of argues that avant-garde painters were es receive that avani-garde painters were especially attracted to the subject because it embodied key notions of modernity.

Romanesque Sculpture in Campania: Patrons, Programs, and Style, by Dorothy F. Class (Pennsylvania State University Pross; 280 pages; \$49.50). Discusses medieval act and problectives in the care

ieval art and architecture in the southern

Italian region.

Toulouse-Lautree: The Formative Years,
1878-1881, by Gale B. Murray (Oxford
1878-1881, by Gale B. Murray (Oxford University Press; 322 pages; \$120) Traces the French artist's stylistic devel orment through the appearance of his lest poster.

CLASSICAL STUDIES

Vergil: "Aeneld" 10, with introduction Translation, and Commentary, edited by Stephen J. Harrison (Oxford University Press; 344 pages; \$75). Edition of the epic

The Cycle of Juvenile Justice, by Thomas J.

Bernard (Oxford University Press; 208 pages; \$35 hardcover, \$12.95 paperback). Describes the past 200 years of juvenilejustice policy as alternating between re orms advocating leniency and reforms

Dynamic Forces in Capitalist Develop-ment: A Long-Run Comparative View, by Angus Maddison (Oxford University Press; 352 pages; \$57 hardcover, \$24.95 economic growth in 16 advanced capital

\$35). Contains original data on trends in oanics in the post-World War II era.

he Malaysian Economy: Pacific Connections, by Mohammed Ariff (Oxford University Press; 236 pages; \$39.95). Describes the importance of the Pacific re development in Malaysia.

nemployment: Macroeconomic Perform-ance and the Labour Market, by Richard Layard, Stephen Nickell, and Richard Jackman (Oxford University Press; 640 pages; \$92 hardcover, \$32.50 paperback). Traces unemployment patterns in Europe and North America in the 1970's and 80's: lopics include unemployment's effects or inflation, and whether full employmen

FILM STUDIES

The Address of the Eye: A Phenomenology of Film Experience, by Vivian Sobchack (Princeton University Press; 367 pages; 349.50 hardcover, \$19.95 paperback). Describes the cinematic experience as one of "two viewers viewing," or the spectator and the film each existing as both the subject and object of vision; draws on the writings of the French philosopher Mau-rice Melany Box 18

Trans-Mational Context, edited by Richard O. Curry and Lawrence B. Goodhean (Kent State University Press; 288 pages; \$35 hardcover, \$17.50 paperback). Includes original essays on the historical meanings of individualism in America, with comparative discussion of various

European societies.

Daniel Willard and Progressive Management on the Baltimore & Ohio Ralitoad, by David M. Vrooman (Ohio State University) versity Press; 232 pages; \$40). A study of the personnel policies of B&O's presi-dent from 1910 to 1941; draws parallels with what has been seen as parallels with what has become known today as

the Japanese management style.

Economic Texts from Sumer, edited by Daniel C. Snell and Carl H. Lager (Yale University Press; 208 pages; \$50). Annotated tated transcription of 125 previously un-

tated transcription of 125 previously unpublished cunefform documents that date from around 2030 a.c. and were found in the Lagosh-Girsu. Puzrish-Dagan, and Umma sites in southern Iraq.

The Fortunate Adversities of William Bilgh, by Roy E. Schreiber (Peter Lang Publishing; 257 pagos; \$43.95). A biographical study of the English naval officer best remembered as the target of the 1789 and nembered as the target of the 1789 muti-ny on the Bounty; focuses on how that and other major difficulties in his career failed to block his riso to vice-admiral.

Henry E. Huntington and the Creation of Southern California, by William B. Friedricks (Chio State University Press; 232 pages; \$35). A biography of the New York has a steamenage, and calling as York-born entrepreneur and radiway ex-ecutive who played a major role in the early 20th-century development of the

low the Peace Was Lost: The 1935 Memorandum "Developments Affecting Ameri-can Policy in the Fer East," Prepared for the State Department by John Van Ant-werp MacMurray, edited by Arthur Wal-

FELLOWSHIPS

JAMES DEETZ, Professor of Anthropology, University of California, Berkeley ANNOUNCES that applications are now being accepted for A SUMMER INSTITUTE IN HISTORICAL ARCHAEOLOGY

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dron (Hoover Institution Press; 165 pages; \$29.95 hardcover. \$16.95 paper-back). Annotated edition of a previously unpublished memorandum in which a se-nior American diplomat, whose advice was ignored, discussed how the United States should deal with rising tensions be-

tween China and Japan.

Law, Family, and Women: Toward a Legal
Anthropology of Renalesance Italy, by
Thomas Kuchn (University of Chicago Press; 416 pages; \$40). Describes the so-cial processes that shaped the nature and function of law in Renaissance Florence. and considers how Florentines used the legal system to deal with conflict and res ulate social behavior regarding such is sues as kinship, marriage, business, in

sues as kinship, marriage, pusiness, in-heritance, and lilegitimacy. Living the Enlightenment: Freemasonry and Politics in Eighteenth-Century Eu-rope, by Margaret C. Jacob (Oxford Uni-versity Press; 320 pages; \$49.95 hard-cover, \$16.95 paperback). Draws on prestudy of the role of European mas groups in the formation of the new civil society of the Enlightenment.

Men Astately Trained: A History of the Jes-ults in the American Century, by Peter McDonough (Free Press; 616 pages; \$24.95). Sets the Catholic religious order's history in the context of cultural and social changes in the 20th century.

Military Occupation and Diplomacy: Soviet Military Occupation and Diplomacy: Soviet Troops in Romania, 1944-1958, by Scrpages; \$34.95). Uses recently declassified American and British documents to trace the evolution of Soviet policy toward Romanus from occupation in 1944 to with-drawal of Soviet troops in 1958.
On the Threshold of Modernity: Relativism in the French Renaissance, by Zachary Sayre Schiffman (Johns Hopkins Univer-sity Press; 232 pages; \$32.50). Argues

that experiences of historical and cultural relativism encouraged a chassificatory mentality in the French Renaissance; inof cultural taxonomy. Montaigne's notic moral morphology, and Descartes's idea of serial reasoning

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Patriotic Pacifism: Waging War on War in Europe, 1816-1914, by Sandi E. Cooper (Oxford University Press; 352 pages; \$39.95). A study of the argum peace activists of the period, with a focus on the international movement that

(Ohio State University Press; 24 \$39.50). Argues that cities develo nicipal fire, police, health, relief, velopment services and regular threat from immigrants and

urban ways. Pretty Bubbles in the Air: America nois Press; 248 pages; \$29.95. De

FELLOWSHIPS AND AWARDS

AMERICAN ANTHROPOLOGICAL

CHICAGO Eight scholars were honored at the association's annual meeting here for outstanding professional service, research, and teaching.

Lynne Goldstein, U. of Wisconsin at Milwaukee; for tireless and effective representation of anthropology to the public, especially to American Indi-

Marvin Harris, U. of Florida: for distin-

at Northridge, and Clyde Snow, U. of Oklahoma: for distinguished lifetime service to anthropology.

Will Rosoce, U. of California at Santa Cruz—The Zuni Man-Wamun (University of New Man-Wamun (University of New Man-Manversity of New Mexico Press, 1991): the Margaret Mead Award for inter-

pretation of anthropological data in ways that are meaningful to the pub-Theyer Scudder, California Institute of Technology, and Thomas Robien, Stanford U.: for noteworthy service in furthering the interests of anthro-pology in government and industry. Nathalla Woodbury, Massachusetts: for generous and enduring service to anthropology on behalf of the associa-

PH DETA KAPPA

WASHINGTON The national scholarly honor society has announced three winners of its 1991 book

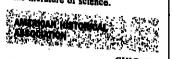
Richard D. Altick, The Ohio State U.— The Presence of the Present: Topics of the Day in the Victorian Novel (Ohio State University Press): out standing work of literary scholarship or criticism.

or criticism.

Carl N. Dagler, Stanford U.—In Search of Human Nature: The Decline and Revival of Darwinism in American Social Thought (Oxford University Press): outstanding study of the intellectual and cultural condition of humanity.

manity.

Edward R. Tufte, Yale U.—Envisioning Information (Graphics Press): outstanding contribution by a scientist to the literature of science.



CHICAGO Sixteen scholars were honored at the association's annual ! meeting for outstanding research, publication, and teach

Eric Arnesen, Harvard U.--Waterfron Workers of New Orleans: Race Class, and Politics, 1863-1923 (Ox ford University Press): outstanding monograph by a young scholar on an subject in U.S. history.

ackson Bailey, Eartham College, dis linguished teaching. Burnett Bolloton, independent schol ar—Spanish Civil War: Revolution and Counterrevolution, 1916-190 (University of North Carolina Press) outstanding work by a public history an or independent scholar in the Hart

intonio Calabria, U. of Texas at Sar Antonio-The Cost of Empire: The Finances of the Kingdom of Naples of the Time of Spanish Rule (Cambrula University Press) best book or arti

cle on Italian history. Alberto Flores Galindo, Universidad Catolica del Peru-Huscando un inca: Identidad y atopia en los Andes lastituto de Apoyo Agrariot: best work by a Latin American scholar on

John Gillingham, U. of Missouri at St. Louis—Coal, Steel, and the Rebuth of Europe, 1945-1955 (Cambridge niversity Press): outstanding his torical writing in European history

Daughters of the Shtetl: Life and Lahor in the Immigrant Generation (Cornell University Press): best book

ndrew Gordon, Duke U.—I.abor and Imperial Democracy in Prewar Japan (University of California Press): out-standing book in Fast Asian history

israel Gutman, Yad Vashun (Holo-caust memorial and research center). Jerusalem—Encyclopedia of the Ho-locaust (Macmillan Publishing Com-

pany): most outstanding reference tool in the field of history. Laura Kalman, U. of California at Santa Burbara—Abe Fortus (Yale Universi-ty Press): bost book on the history of

ty Press): best book on the history of American law and society. Theodore Koditschek, U. of Missour: at Columbia—Class Formation and Urban-Industrial Society: Bradford, 1750-1850 (Cambridge University Press): best book on European history from 1815 to the present, and best book on British history since 1485. Gerhart B. Ladner, U. of Colifornia at Los Angeles (relived): scholarly career of the highest distinction. Helen Mader, Indiana U.—Liberty in Absolutis Spain: The Happhura Sule of Towns, 1516-1700 (Johns Hopkins University Press): best work in English in the history of western Europe in the 17th or 18th centuries.

Richard Price, Anse Chaudien, Ma nique—Alabi's World (John Br kins University Press): distingu book on the history of the Unix States, Latin America, or Cast from 1492 to the present.

tired): scholarly career of the high Morze Tate, Howard U. (rele scholarly career of the highest &

Modern Language

The following scholars # ceived awards at the association's annual meeting.

Lyle F. Bachman, U. of California Los America—Fundamental Canifornia Crutions in Language Testing Out University Pressi: for an outstandin research publication in the fell a teaching foreign languages and list

Wayne Booth, U. of Chicago: for distr guished service to the profession linguish.

Frederick Burkhardt, Sydney Sell and associates—The Contint dence of Charles Durwin (Cambridge University Press): for a distinguish edition of letters.

William Morrill Docker, independs scholar—The Literary Vocation d Henry Adums (University of Notice Constitution of the Indiversity of Notice Constitution of Indiversity of Indiversity of Notice Constitution of Indiversity of Notice Constitution of Indiversity of Notice Constitution of Indiversity of Indiversity of Notice Constitution of Indiversity of I Carolina Pressi: for distinguish published research by an independent scholar in the fields of modem la guages and literatures, including for fish

Roberto González Echeveria, Ya U.—Myth and Archive: A Theory of Lutin American Narratire (Ca-bridge University Press), and Raga-Maria Callan Stat. Harrison, Bales College-Sig Harrison, Baies College—189.
Sonus, and Memory is the Anda
Translating Quechua Language at
Culture (University of Texas Pest
for outstanding books published a
Finglish in the field of Lain Angal
can and Spanish literatures and of-

furch.
Fredrio R. Jameson, Duke U.—for modernism; or The Cultural lork of Market Late Capitalism (Duke Univenit Press): for an outstanding literate inguistic study by a member of the association.

association.

Seth S. Hewman, Southern Melbald
U.—" The Situation of the Looks
On": Gender, Narration, and Gard
Wuthering Heights, "(put.) Oteber 1990), and David R. Herberg,
U. of Connecticut—"Narration
Past: History and the Novel of Menory in Postwar Spain" (put.), isoary 1991): for outstanding sticks
BMLA.

the optimistic mood that characterized American culture and society in the year after the end of World Wur I.

Asplitted Resistance: The core amortion in indian Struggle for Unity, 1745-1815, by Gregory Evans Dowd (Johns Hopkins University Press; 304 pages; \$24,95). Focuses on the Cherokee, Creek, Delaware, and the control of Indian and Shawnee nations in a study of Indian apposition to Angle-American expan

... ant Protests in Twentleth-Century Chi Student Protests in Inventional-Century Chine: The View from Shanghal, by Jeffrey N. Wasserstrom (Stunford University Press; 428 pages; \$45). Shows how Shanghai-based student protest movements influenced politics and revolution in Chine during the "warford ern" (1911. ments influenced politics and revolution in China during the "warlord ern" (1911-1927) and the nationalist period (1927-1949); includes an epilogue on recent events in Beijing.

Toward a More Perfect Union: Virtue and the Formation of American Republics, by Ann F. Withington (Oxford University Press; 304 page; \$29,95). Discusses the Continental Congress's 1774 passage of u

Continental Congress's 1774 passage of a "moral code" banning theater, cock fights, and horse races; urgues that the code helped promote republican sentiment among the colonists.

Worlims Washington: The Civil War Letters of Elizabeth Blair Lee, edited by Virginia

Jeans Lass (University of Illinois Press; 588 pages; \$39.95). Edition of 368 letters written by the wife of the Civil War naval commander Samuel Phillips Lee and the daughter of the Presidential adviser Fra

We Will Walt: Wives of French Prisoners of War, 1940-1945, by Sarah Fishman (Yalc University Press, 170 mm.) University Press; 320 pages; \$35). A study of the experiences of wives of French soldiers captured by the Ger mans; uses the data to explore the politic of gender in Vichy France and to chal lenge the notion that the war was a source of social liberation for most women.

Momen, Family, and Utople: Communal Experiments of the Shakers, the Onelda Community, and the Mormons, by Lawrence Foster (Syracuse University Press 376 pages; \$37.95 hardcover, \$16.95 pa perback). Discusses family life, sexuacentury movements that rejected the tra dilon of monogamous marriage.

HISTORY OF SCIENCE

The Ambiguous Frog: The Galvani-Volta Controversy on Animal Electricity, by Marcello Pera, translated by Jonatha Mandelbuum (Princeton Universit Press; 262 pages; \$29.95). A study of the controversy that erupted in the 1790's when two Italian scientists, Luigi Gulvani and Alessandro Volta, came up with opposite explanations for muscle contractions that took place when a fing's learning and the state of the sta

was touched with charged metal. lass Krebs: The Formation of a Scientific the, 1900-1933, Volumo I, by Frederic L. Holmes (Oxford University Press; 512 pages; \$49,95). The first hook in a multi-volume biography of the German-burn Brillsh biochemist, co-winner of the 1953 Nobel British and the 1953 British biochemist, co-winner of the Nobel Prize in Physiology or Metheine. A Space for Solonce: The Development of the Scientific Community in Brazil, by Si-mon Schwartzman (Pennsylvania State University Press; 288 pages; \$32.501. Traces the history of the natural sciences in Brazil since the 19th century.

Catamony and Civility in English Ronala-sance Pross, by Anne Drury Hull (Penn-sylvania State University Press; 216 pages; \$32.50). Describes an emerging distinguish becomes distinction between civil and ceremonial prose in the writings of the English Re nios in the writings of the English Ke-naissance: focuses on More's The Histo-ry of King Richard III. Sidney's Defence of Poetry, Hooker's The Laws of Ecclesi-stilcal Polity, and Browne's Religio Me-dici

Figures of Resistance: Language, Poetry, and Nerrating in "The Tale of Genji" and Other Mid-Helmn Texts, by H. Richard Okada (Duke University Press; 400) pages; \$49.95). Argues that the cultural and "Sendered" significance of these and "sendered" significance of three well-known tales from Japan's Heinn pe-liod (794-1185) has been distorted by translation. Western colonial and patriarchal tradi-

dons.

Hithtali Edds, Part 3, by Snorri Sturiuson, edited by Anthony Faulkes (Oxford
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ity.

Some Uminel Means to Ulterary Revisionem, by John T. Shawcross (Pennsylvania State University Press; 24% pages; 333.50). Defends the significance of author intentionality in the critical interpretation of literary texts; focuses on works from the 17th and 20th centuries.

Salnts, by Marie Nelson (Peter Lang Publishins: 209 pages; 537.95). Translations and study of three Old English potting with the Christian heroines Juliana and Elene.

Ana and Elene. Ana and Elene. Lorenza de' Medici; Selected Poems and

Prose, edited and translated by Jon Thiem (Pennsylvania State University Press; 208 pages; \$29.95). Translation of writings by the 16th-century Florentine

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teading the Written Image: Verbal Play,
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leri (University of Chicago Press; 230 pages; \$24.95). Uses analyses of "complicity" in works by Kipling, V. S. Nai paul, and Salman Rushdie to challenge the focus on "otherness" in the contem-porary scholarly study of the literature of imperialism and the post-colonial era.

Seamus Heaney, Poet of Contrary Progres-sions, by Henry Hart (Syracuse University Press; 234 pages; \$29,95). Describes imporary trish poet's work as a multifaceted argument with, for example, himself, others, his nationalist upbring ing, and the sectarianism of Northern Ire

ven Types of Adventure Tale: An Etiology of a Major Genre, by Martin Green (Pennsylvania State University Press; 256 pages; \$22.50). Classifies ad ales in seven categories—the Robinsu Crusoe story, the Three Muskeleers story, the Frontiersman story, the Avenger story, the Wanderer story, the Saga stoy, and the Hunted Man story.

he Story of Stone: Intertextuality, Ancient Chinese Stone Lore, and the Stone Sym-bolism in "Dream of the Red Chamber," "Water Margin," and "The Journey to the West," by Jing Wang (Duke University Press; 359 pages; \$37.50). A comparative study of three traditional Chinese study concerning stones endowed with magicu

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ratives wought to make the facts of situations speak for themselves. James of Response: Language and the Au-dience in Seventoenth- and Eighteenth-Century Theory, by Robert L. Montgom-

ery (Pennsylvania State University Press; 224 pages; \$28.50). Describes how pean theorists of the period viewed the relationship between artistic works and the emotions or passions of an audi-

through the Lens of the Reader: Explora-tions of European Narrative, by Lilian R. Furst (State University of New York Press; 186 pages: \$49.50 hardcover, \$16.95 paperback). Includes new and previously published casays on European works from the 18th to the 20th centuries.

Jaing Lacan, Reading Flotion, by James M. Mellard (University of Illinois Press; 264 pages; \$36.50 hardcover, \$14.95 paperback). Applies the critical theory of the 20th-century French psychoanalyst Jacques Lacon to unallytes of works by Hawthorne, James, and Woolf. Virginia Woolf and War: Fiction, Reality, and Myth, edited by Mark Hussey (Syru-cuse University Press; 296 pages; 529.95). Includes original essays on how

character, and death.

The Dialectical Necessity of Morality: An Analysis and Defense of Alan Gewirth's Argument to the Principle of Generic Consistency, by Deryck Beyleveld (University of Chicago Press; 524 pages; 555 hardcover. \$22.50 paperback). Challenges critics of the central moral princi-

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RELIGION

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Press; 251 pages; \$39.50 bardcover

\$12.95 paperback). Includes presing, untrunslated essays on the Bib-complex Buddhist philosopher.

SOCIOLOGY

The Death of an American Jewish Community: A Tragedy of Good Intention, i. Hillet I evine and Lawrence Burg (Free Press; 370 pages; \$24.95). Abda of Jewish flight from Dorchester, acra predominantly Jewish innerties and

or Jewish hight from Dorchester, 2022 predominantly Jewish inner-city only both and in Boston.

Guerrillas and Rovolution in Lath Anada.

A Comparativa Study of Insurgant an Rugimos Sinco 1986, by Timoth P. Wickham-Crowley (Princeton Univers). Press: 422 pages; \$59.50 hadow. \$16.75 purperbuck). Topics include styguerrillas succeed or fail in gaining actuary strength and peason unproductively. they strength and peasant support of why only two movements—those of CA and Nicaragua-have seized revolu-

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> Mr. Smith says professors have minded." He added: "They are

The state of West Virginia is trying to prevent a professor at West Virginia University from testifying on behalf of a brokerage firm that the state is

William B. Riley, chairman of the finance department in the university's business and economics college, was stated to lestify for Chase Securities for a fee of \$200 an hour. The state has filed a \$100-million lawsuit against Chase Securities and two other brokerage firms, alleging that they led the state into illegal and speculative nents that resulted in a loss of state funds. The companies deny

month argues that a state ethics law forbids public employees from using their office for private gain. , Joseph R. Goodwin, a lawyer for

He added: "It's appalling to me that a state would attempt to gag a

Nearly half of the Lees College faculty sued the college last year and professors have twice voted no confidence in the president, but that didn't deter the college's trustees from extending the president's contract for a decade.

The board of the two-year college voted unanimously to extend William B. Bradshaw's contract for an additional 10 years. His present five-year contract would have expired next year.

to interview for the president's job. "I J. Phil Smith, chairman of the board, says trustees wanted to keep promptly got lost," he says. Mr. Bradshaw, whom he calls "one of the premier college presidents in a Harvard University professor posed no the country." Mr. Smith says the problem. But the circuitous route to the president has been would by other campus here did. "That's why there are all colleges. Officials hope to make those signs for Tufts along the roadway Lees, which is affiliated with the now," he says, Presbyterian Church, a four-year

Many of the college's approximately two dozen professors disagree. They have complained that a high degree of intimidationalong with infringements on their academic freedom and role in governance—has resulted in a high turnover of professors and administrators. Professors say the college's tenure system is bogus because tenure must be renewed every year by the president. The Kentucky chapter of the American **Association of University Professors** has agreed to investigate.

"He and his wife act like the parson and the parson's wife---this is like a country church," says one professor who does not want to be identified.

Mr. Bradshaw says Lees is healthier now than when he took over in 1988. He points to higher faculty salaries and student enrollment as indications.

"lied" about the president and the board, and are "lazy" and "small unable to work for a gentleman."

the allegations.

A motion filed by the state this

Chase Securities, said Mr. Riley "isn't using his office, he's using his skills." more recently: She cats fire, earning \$120

Mayer has fought sporadic battles with faculty members and students, but has emerged highly regarded. Yet that very admiration now causes concern on the cam-

Throughout the transformation, Mr.

After 15 years as the university's president, Jean Mayer will become its chief fund raiser

Personal & Professional

The Man Who Raised Tufts U.'s Profile

ly recognized programs.

'A Strong Mind and Vision'

Prepares to Become Its Chancellor

pus. Some professors worry what will happen when Mr. Mayer resigns as president two years hence to become Tufts's first chancellor. Trustees are now working on a job description for the newly created position. The general idea is that the chancellor will focus on fund raising while the president deals with day-to-day operations.

England liberal-arts campus into a re-"It worries me because it feels topsearch university with some internationalheavy for an institution of this size to have two people in control," says Elizabeth Ammons, chair of the English Depart-

> "Mayer has a strong mind and vision. and we would hope to get a president of strong mind and vision. It's hard to get two people with those qualities to see eye to eye," she says.

> A World War II veteran, nutrition researcher, and U.S. Presidential adviser, Mr. Mayer came to Tufts with no experience as a college chief executive. When he took over, the college was having financial problems. Alumni support was virtually nil. The endowment was a more \$30-mil-

Continued on Following Page

AFTER CLASS

By IULIE L. NICKLIN

Jean Mayer laughs when he remembers

Getting around Cambridge where he was

Since becoming president in 1976, Mr.

Mayer has done more than to put Tufts on

the local map. Professors and administra-

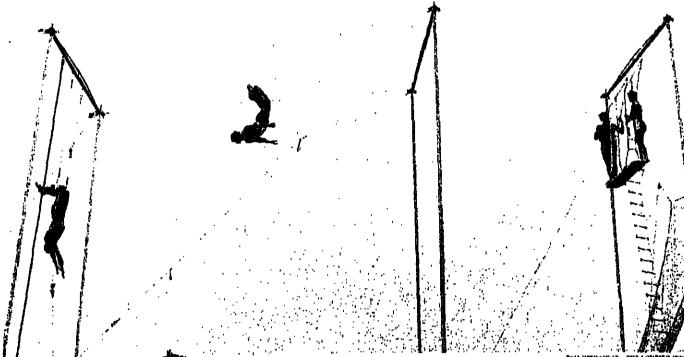
tors, who describe him as charming, inno-

vative, and at times infuriatingly stubborn,

credit him with transforming a sleepy New

his drive to Tufts University 15 years ago

MEDFORD, MASS.



U. of Louisville's Jim Carter, in mid-somersault: He describes the experience of salling through the air 32 feet above the ground as something between an amusement-park ride and a ballet.

Triple Somersaults by the Daring Dean on the Flying Trapeze

By COURTNEY LEATHERMAN

LOUISVILLE, KY.

The greatest acrobatic feat that most acneeds of administrators and professors. A triple somersault is Jim Carter's specialty. He's an assistant dean at the University

of Louisville and he flics on the trapeze. Mr. Carter has been hanging out with circus performers and working on the trapeze since he was a kid. He even had a stint flying with a professional trapeze team. His wife, Liz Carter, got into the act

an hour gulping flames. "I know this sounds weird," says Jenny L. Sawyer, the university's director of admissions for orientation. "But it doesn't him and see him."

With his gold wire-rimmed glasses, Mr. ademic deans perform is balancing the Carter looks more like the academician he's been for 30 years than the amateur trapeze artist he's been for even longer. He has tried to use both talents, turning his hobby into a learning experience for students. Mr. Carter, who is in charge of undergraduate advising in the College of Arts and Sciences, even hopes to help students here start a collegiate circus program.

Parties for Undergraduates

The trapeze, Mr. Carter says, has a way of bringing down all defenses. He and his wife, who own a trapeze and six trampolines, have thrown a dozen parties for uni-

versity groups at their home outside Louisville. It has become a summer tradition for a group of undergraduates, while training for fall orientation jobs, to picnic and practice circus tricks in the Carters' backyard. Ms. Sawyer calls the outings "community team building." (Before Mr. Carter arrived, she took students rappelling.)

Even the acting dean of the college, Thomas J. Hynes, Jr., has tried the tra-

Mr. Carter describes the experience of sailing through the air 32 feet above the ground as something between an amusement-park ride and a ballet. "The trapeze has the same thrill as a roller coaster. Standing on the board, one hand on the bar

Continued on Page A19

Man Who Transformed Tufts U. Prepares to Become Chancellor

Continued From Preceding Page tion. And research was a low priority for faculty members.

Fifteen years later, Tufts boasts a new veterinary school, a school of nutrition, and a center for environmental management, and it runs a government-supported research center on nutrition and aging. Tufts offers various programs around the world and its financial position is vastly improved. Nearly 40 per cent of the alumni who are solicited give annually. The endowment is about \$180-million.

No Knowledge of Fund Raising

Mr. Mayer says he knew nothing about fund raising when he started. To educate himself, he advertised in newspapers for people to fill development positions. And for three months, he learned from those he interviewed.

"Mayer's experience base was pretty low," says Nelson S. Gifford, chairman of the Board of Trustees, "But he rose to the occa-

Mr. Muyer acknowledges that the changes at Tuffs have been largely rooted in his own areas of expertise—the health fields—and that has caused some resentment.

The son of two noted scientists. Mr. Mayer was born in Paris. He was decorated for his service with the French Resistance during World War II. When the war ended, he came to the United States, where he earned a doctorate in physiological chemistry from Yale University. He went on to earn a physiology degree from the Sorbonne. In 1950, Harvard University hired him as an assistant professor of nutrition. The author of some 750 articles and several books, Mr. Mayer is noted for his research on human obesity.

In his 26 years at Harvard, Mr. Mayer served as an adviser on nutrition issues to Presidents Nixon, Ford, and Carter, Today his projects for government and social agencies include work to fight world hunger, promote world peace, and protect civil rights.

120 ---

110

100

1988

1989

Pension Money in the Stock Market

1990

1991

who say they have watched dollars flow into new ventures but haven't seen significant increases in what they receive. Some say Tufts has strayed from its original mission as a liberal-arts college. Others believe Tufts has grown too rapidly.

Some professors still resent the veterinary school, which is in North Grafton, about 40 miles from the main campus here. Critics charge the school is a needless expense that takes money away from the other parts of the university. Partially supported by the state, the school since its completion in 1979 has run up annual deficits of as much as \$3-million.

"A number of people in arts and sciences would say goodbye to the vet school and to the drain it makes on our resources," says the English department's Ms. Ammons, who has been at Tufts for 16 years. "There is a feeling that some projects have gotten disproportionate resources.

Says Steven P. Marrone, associate professor of history: "The arts and sciences do sometimes feel like a stepchild of the universi-

Some Decisions Criticized

Over the years, students have also criticized some of Mr. Mayer's decisions. In 1989 they protested a new policy that forbade racist, sexist, or otherwise offensive speech in classrooms and dormitories. Mr. Mayer rescinded it.

In the 1980's, students also protested the fact that Tufts had not opposed apartheid by fully divesting its holdings in companies that did business in South Africa, Mr. Mayer maintained that a better approach was to divest holdings in certain companies and to support scholarship programs for South African students. By the late 80's, Tufts had fully divested. But some students have now vowed to fight Mr. Mayer's new position that campuses should reverse their divestment policies to help rebuild the economy of South Africa (The Some of Mr. Mayer's critics are Chronicle, December 18, 1991).

Pension funds invested in common

Equities Fund had a

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during the 12 months ending



Jean Mayer: "If there's one thing you don't want—and my successor shouldn't want-it is my breathing down his neck and judging what he is doing."

fights, he has worked well with stu- officials say. dents and professors to bring about positive change at Tufts—a belief with which few will argue.

"Almost everyone would agree on the whole-even with the burdens-that Mr. Mayer has been good for the university," says Mr.

Tufts, Mr. Mayer says, had to

"Almost everyone

would agree on the

whole--even with the

burdens-that Mr. Mayer

has been good for the university."

create new areas of study to attract new sources of income before it could put money into existing programs in the undergraduate arts

In addition to creating new graduate schools, Mr. Mayer pumped new money into the Fletcher School of Law and Diplomacy, which already had a good reputation for its training of students in international relations. He converted an old monastery in Talloires, France-a gift to Tuftsinto a site for students studying abroad and a center for university conferences. Programs were set up and strengthened in England, France, Germany, and Spain. Since 1988 Tufts has linked some classes by satellite with those in Moscow so students can discuss

at Tufts for 39 years.

attracting a more diverse group of back-up school." students. Tufts enrolls about 4,500
undergraduates and 2,500 and 4,500
But some of today's students say
ready approached American and the might be eign countries,

grams and the student population mean that Tufts doesn't feel as fer cause of its broad-based liberal- want—it is my breathing down his want—it is my breathing down his want—it is my breathing down his mean that Tufts doesn't feel as far ants program.

Mr. Mayer says that despite some tions as it has in the past, campus

"It's awfully hard to shine in their shadow, and the fact that we have—and that we do—is the work of the man," says the board chairman, Mr. Gifford. From Cambridge, Derek Bok

also saw Tufts changing, Mr. Bok retired in 1990 after 19 years as Harvard University's president. The true test of Tufts's competitiveness, Mr. Bok says, is whether the number of applicants, their academic level, and the rate of acceptunces have improved, "If all three went up, then something good must be happening," Mr. Bok

Statistics show that Tufts has indeed become more selective. While the freshman enrollment remained virtually steady around 1.150—the number of applicants increased from 6,415 in 1976 to 10,004 in 1985. Changing demographics, officials say, decreased the number of applicants to 7,309 m 1991—still nearly 14 per cent more than in 1976.

The average mean Scholastic Achievement Test verbal score for students admitted that year was 566; last fall it was 606. The mean mathematics score was 619 m 1976 and 665 last fall.

Some observers don't share the opinions that place Tufts near the company of Ivy League institutions. The heads of some national higher-education groups, who asked not to be named, said that while no one thinks of Tufts as a place that is doing poorly, no one thinks of it as a place that is doing quite well. Tufts just isn't talked about in most academic circles. they said.

Some alumni would agree that "He saw that Tufts had a great Tufts doesn't yet rank near the lyy isn't large enough for two leaders. potential to be an international university," says Seymour O. Roth, a lawyer who was graduated bilities are pretty clear. Simches, an emeritus professor of modern languages with a bachelor of arts work on development projects in modern languages with a bachelor of arts modern languages who has taught at Thits for 10 years. The for 10 years at Thits for 10 years. dents had chips on their shoulders revenue for ToRs. He has alread The globalization of the universi-because they were not accepted to started working with the publication of the universi-because they were not accepted to started working with the publication of the university of the publication of the university of the universi ly, as Tufts officials call it, includes attracting a more diverse around and ly League. Tufts was their private sectors on a 31-billion plan attracting a more diverse around its latest and leaves at the latest and leaves at the latest attracting a more diverse around its latest and leaves at the latest and leaves at the latest attracting a more diverse around its latest and leaves at latest and leaves at latest and leaves at latest at latest and leaves at latest and leaves at latest and leaves at latest and leaves at latest at latest and leaves at latest at latest and leaves at latest and leaves at latest at

undergraduates and 2,500 graduate students. The number of foreign that the changes at Tufts since then Japanese companies that might be students. The number of foreign that the changes at Tufts since then students. The number of foreign citizens enrolled as undergradue that the changes at Tufts since then Japanese companies much have made a difference. "We're up interested in the second projectcitizens enrolled as undergraduates there with the Ivies." says Julian has doubled since 1986. About 10 A. Barnes, a senior. Mr. Barnes. per cent of this year's freshmen former president of the Student were citizens or residents of foreign countries.

Tormer president of the Student tle—to do with the interestly, he says
eign countries. Carnegic Mellon University and the University and the University and Such changes in academic pro-rams and the student population the University of Rochester be-

away from the Ivy League institu- During his presidency, Mr. ing."

Mayer has followed his own visits in a sometimes stubborn way, pre fessors say. He'll have an idea liv ten to others. And then usually go alread with his own.

'He Had All of These Ideas'

"Jean Mayer scared the hellog of us when he first came here be cause he had all of these idea;" says Mary Ella Feinleib, dear d diberal arts.

Thomas W. Murnane, senio vice-president of the university, to calls how Mr. Mayer proved many wrong with his first capital can pager. In the late 70's a consuling firm had told Tufts officials the could expect to raise \$14-milionia live or six years. Mr. Mayerdedt ed the amount wasn't enough b 1979, he added a zero to the god. making it \$140-million. By 1985,

Fufts had raised \$145-million. Tutts is now nearing the end of \$250 million compaign. Begin it 1987, the compaign has raise about \$210-million.

Despite the fact that Tufts has raised nearly \$400-million in liuk more than a decade, the mail growth of the 80's has caught up with it. "All universities are simp gling a little bit. And Tufts is the immune to what has befallen higher education," says Steven S. 16 nos, executive vice-president and treasurer. Tufts is making somem-

nor cutbacks, he says. After 15 years of provoting change, Mr. Mayer looks forward to stepping down as president and up as chancellor. Such a rangements are regarded as unusual in academe, but not as unworks Mr. Mayer and the Board &

Trustees both want to ease the concerns of those here who fear Tufts Mr. Mayer says his new response maceutical park. And he has a biotechnology park.

"I'll have nothing or very fi tle-to do with the running of the neck and judging what he is do Personal & Professional

Somersaults by Daring Dean on the Flying Trapeze

puir of aluminum poles sticking

peze rigging that cost him about

Mr. Carter, who already had a

learning trapeze tricks at 13. His

father, who had a short stint work-

ing as an assistant with Ringling

Brothers, Barnum & Bailey Cir-

A Passion for Gymnastics

Continued From Page A17 and one on the rigging, you let go and there's a rush," he says, grinning broadly.

The difference between the two is the risk involved: "On the trapeze, if you panic or let go in the wrong place, you could get hurt." Mr. Carter knows from experience-a smack from the bar once gave him a concussion, and a gash that required eight stitches.

The 65-foot-high rigging forced the Carters into the country, away from stricter zoning restrictions. Except for the railroad tracks that border part of the property, Mr. Carter's 11/2 acres are isolated, surrounded by fields.

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Don't Miss Out: The Ambitious Student's founds out: The American Student's Student's Student's Student's Financial Aid. 1992-93, by Robert Leider und Annu Leider (Octameron Associates, P.O. Hox 2748, Alexandria, Vn. 22301; 119 pages; \$6, plus \$1.75

ora, va. 2201; 119 pages; 56, pages; 57, for shipping).

Effective Practices for Improving Teaching (New Cirections for Teaching and Learning, No. 48), edited by Michael Theall and Jennifer Franklin (Jossey-Hass Publishers, 350 Sansome Street, San Francisco 94104; 130 pages; \$14.95 prepaid). A follection of essays by faculty members edministrators, teaching consultants, and others involved in teaching-improvement

efforts.

Raddbook of Statistical Procedures and Their Computer Applications to Education and the Behavioral Sciences, by Melvyn N. Freed, Joseph M. Kyan, and Robert K. Hess (American Council on Education/Mucmillan Publishing Company; sendurders to Dave Horvath, Macmillan, 866 Third Avenue, New York 10022; 397 pages; \$34.95 prepaid). Discusses statistical procedures, sampling techniques, and software packates that can be used in education research.

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Bisse College: A Cantennial Portrait, photographs by Robert Liewellyn, cassey by Robert Hill (Ithaca College Bookstore, 953 Danby Road, Ithaca, N. Y. 14850; 124 pages; 349.95, plus \$7.50 for shipping). Out of the Margines: Women's Studies in the Nheties, edited by Jane Aaron and Sylvia Walby (Folmer Press, available from Taylor & Francis Group, 1900 Frost Road, Suite 101, Bristol, Pa. 19007; 184, pages; 355 hardcover, \$25 pagesback1. pages; \$55 hardcover, \$25 paperback! Provides an overview of the discipline is

Physicians in the Academic Marketplace, by Dolores L. Burke (Greenwood Press. 38 Post Road West, Westport, Conn. 16881; 184 pages; \$42.95 prepaid). A study of medical-faculty recruitment and termination policies.

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secoling What We Dot Essays by Amherst College Feesty (Amherst College Fress. Box 2002, Amherst College, Amherst Mass, 01002; 246 pages; \$15 prepaid) Contains essays in which 14 professors discuss their teaching, their research, and the relationship between the two. Indergraduate Education: Goals and Means, by Rudolph H. Weingartner (American Council on Education/Macrillan, Publishing Company; send urders to Daye Horvath, Macmillan, 866 Third Arente, New York 10022; 168 pages:

The rigging goes up in March and ters became friends with profescomes down around Thanksgiving. sional trapeze artists. On a frosty winter morning recent-After high school, Mr. Carter ly, the property was bare—only a

was tempted by offers to work as a professional catcher in a traneze out of the ground hinted at the traact. A bulky man, he would have spent most of his time hanging upside down, knees hooked over a bar, catching fliers. The real glory goes to fliers, but Mr. Carter recalls being thrilled by the chance to passion for gymnastics, started His mother was less enthusias-

University, where he first earned a bachelor's degree in mathematics cus, bought a rig for \$150 from an and then a doctorate in philosophy. Ohio farmer who had dreamed of Mr. Carter moved up the adminis-

dling student orientation, advising, and putting his hobby aside. In 1982, he took a similar post at Illinois State University. There, he resumed his work on the trapeze.

'The Flying Corderos'

Bloomington, III., a few blocks south of the campus at Normal, was a popular winter training spot for trapeze artists early in the century. A few circus families still live there and perform at summer festivals, which is how Mr. Carter hooked up with a local act, "The Flying Corderos." Illinois State tic. So he enrolled at the Ohio State also has the oldest and largest collegiate circus society in the country, Gamma Phi.

Mr. Carter says he'd like to help students at Louisville start a simibecoming a flier. Later, the Car- trative ranks at Ohio State, han- lar program. His wife, who volun-

teered her talents for the university's homecoming festivities, has already taught students to eat fire. (Fire eating, Mr. Carter divulges, is part trick, part talent: The swallower uses a cool-burning fuel, angles the torch so the flame burns away from the mouth, and exhales while clamping down with one's jaws on the flame.)

Mr. Carter still keeps in touch with his circus friends. (Ringling Brothers winters at the Louisville fairgrounds.) He hasn't performed for a while, but still works out on the trapeze.

Meanwhile, he is teaching an introductory philosophy course this semester—the first class he's taught in six years. "I feel as though this is something during for me," he says.

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■ Seminary to offer courses in Yiddish language and literature

■ Textiles college blends liberal arts and professional courses

tion requirement for all undergraduates.

Students must take two writing courses as well as courses that meet requirements in critical thinking, social analysis, and "human thought and behavior." Every student will take a fine-arts or literature course, and a historical survey of Western civilization.

The program puts uniform requirements on students in the schools of arts and sciences, engineering, business, agriculture, education, and human and community services. "Until now, there was tremendous inconsistency and no real plan," said Thomas Hocksema, professor of English and a member of the planning committee for the new curriculum.

The university requires students to take two upper-division courses in two schools other than the one that houses their major. Mr. Hoeksema said the hope was that students would make connections across disciplines and be exposed to multicultural and international perspectives. A universitywide committee approves which courses satisfy that part of the requirement, called "Viewing a Wider World." Among those approved so far are "Agriculture in an Urban World," from the agriculture school, and "Comparative Economic Systems," from the business school.

"Visual literacy" is the goal of a Vassar College program that aims to put the study of film in an interdisciplinary context.

The Luce Program on Cinema, Literacy, and Culture is introducing both students and faculty members to current developments in the study of film, television, and other media. Each year for three years, a different guest scholar will come to Vassar to teach undergraduates and direct faculty seminars. Outside speakers, including an independent film maker from Canada and a scholar of law and culture. will appear on the campus as well.

The interdisciplinary nature of the program has attracted professors from diverse fields to the faculty seminar. The program is supported by the Henry R. Luce Foun

This year's visiting scholar is Peter Wollen, a professor at the University of California at Los Angeles. He and a colleague are teaching a course on "Art, Cinema, and Technology" to undergraduates. The faculty seminar relates film theory to other cultural theories.

The Jewish Theological Seminary of America has long taken pride in educating students to read Jewish authors in their native languages. Until recently,

For the first time in its 102- that meant Hebrew, Aramaic, year history, New Mexico State and English. But now the semi-University has a general-educa- nary will offer courses in Yiddish language and literature.

'Students won't have to kiss the bride through a veil," said David G. Roskies, professor of Jewish literature. He and others had taught Yiddish literature, but mostly in translation.

The seminary will offer a three-

semester history of Yiddish writers, ranging from Mendele the Book Peddler to Sholem Aleichem to Isaac Bashevis Singer. In additroductory Yiddish language. Advanced language courses will be in-

troduced later.

Mr. Roskies said religious poli-

guage out of the curriculum. For ers when they graduate. Liberal. one thing, Yiddish was associated with anti-clerical movements, such as socialism. And the seminary, founded as a rabbinical school for Conservative Jewry, hoped to "reinvent Judaism along American lines" and move it away from its European connections, he said.

The Philadelphia College of Textiles and Science wants to weave general education with courses that train students for tion, this year students can take in- careers in such fields as accounting, architecture, interior design, and marketing.

The new College Studies Program, introduced last semester, is tics had originally kept Eastern Eu- designed for students who plan to ropean writers and their lan- become professionals and manag-

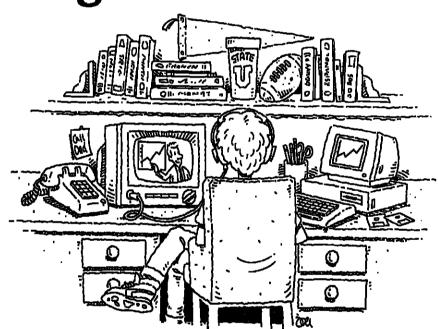
arts requirements will focus on broad interdisciplinary themes relevant to work, not on introducing students to scholarly fields. For example, an American-his-

Personal & Professional

tory course will highlight architecture and the role of working wonen, said Marion W. Roydhouse, the program director and an associate professor of history. Instead of taking an introduction to sociology or economics, students might study the impact of technology in the modern world.

The college has also added requirements in area studies, "intercultural understanding," and aesthetic appreciation. New majors include biology, product and brand management, and international

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The obstacle to integrating information technology into the college curriculum is not the technology itself. It is people, according to Mara Mayor, director of the Annenberg/CPD Project.

"Technology requires a different way of thinking about the learning process," Ms. Mayor said at the annual meeting of the Association of American Colleges in Washington this month. "We have to get faculty to see that it is worth their time."

Ms. Mayor said professors should understand that it is all right to admit that they are ignorant about computer technology (everyone else is, too) and ask questions. "Once you get them hooked, faculty members come along and technology works," she

When the University of Michigan distributed copies of a new policy on the proper use of information technology, it started a "Think About It" campaign so the documents wouldn't languish on bookshelves.

Virginia E. Rezmierski, assistant for policy studies to the vice-provost for information technology, who managed the campaign, called for 50 faculty volunteers to train as leaders of conversations on ethical and unethical practices involving computers, software, and electronic networks. The volunteersprimarily philosophers, ethicists, and lawyers-led two-to-three-hour discussions around the campus.

"Our goal was to clarify values, to let people start to see how somebody clse thinks, what the different points of view are that exist on the campus," says Ms. Rezmierski. "It was not our job to get them to buy the university policy-just to get them sharing points of view.

Ms. Rezmierski estimates that the campaign, which is taking a break right now, reached about 7(X) people directly and many hundreds more by word of mouth. She says the group leaders liked their job so much that they are ready to do it again at any time.

The Online Computer Library Center has completed the installation of its new \$70million telecommunications network. The network, which took 14 months to complete, now serves nearly 14,000 libraries in 46

The occc's original network was a dedicated, leased telephone line with all its circuits connected to the center's headquarters in Dublin, Ohio. The new telecommunications network, with more than 280,000 miles of line, is a packet-switching net with 45 nodes in 45 different cities. The six major nodes are connected with each other and with the headquarters.

"Traffic on the new network in averaging about 3 million messages a day," says George Carpenter. director of the Network and Hardware Services Division.

Information Technology

Research Libraries Group Seeks New Focus and New Members

Major shift for organization once widely seen as elitist

By DAVID L. WILSON

Nearly 17 years after it was founded, the Research Libraries Group is reinventing itself, embracing organizations beyond the major research institutions that have made up the bulk of its membership and preparing for further changes in the library community that are driven by the informationtechnology revolution.

While the RLG's fundamental mission remains one of assisting research and scholarship, the group hopes to cast a wider net for its members, which now number 112. Its president, James Michalko, says RLG will continue its emphasis on collective efforts to solve the problems facing researchers, but those efforts will take place with a much broader group of institutions that have a scholarly clientele.

"That includes the archival community, the museum community, independent research libraries, and learned societies," he says. "The big, productive societies for the future aren't going to be the ones that are determined by institution type," says Mr. Michalko. "They're going to be driven by finding out who's got the same problem and the same mission, regardless of institu-

"We're trying to create a whole different set of alliances," he adds. "Not abandon the library and the library alliances, but bring these other constituencies into the

The shift marks a dramatic change at

4 Broad Themes

RLG, says Mr. Michalko. Founded in 1975, RLG has tried to improve access to information needed in education and scholarship. Its original vision could be viewed by outsiders as elitist, Mr. Michalko admits. "The founders genuinely believed that there was a set of institutions that shared unique problems," he says. "As soon as you start to define the group in that fashion, you end up with that elitist baggage. I think what's changed here is that folks recognized that there's an enormous range of contributions to the challenge of supporting scholarship, and that lots of different kinds of institutions make contributions to

Mr. Michalko says RLO will concentrate on four broad themes in the coming decade: creating alliances that go beyond the comprehensive research library; dealing with collections and information delivery; protecting materials, such as microfilm and electronic media, designed to preserve printed documents; and assisting in the development of computer systems to use in research on the local level.

"Our mission remains one of improving access to an extended range of research resources," Mr. Michalko says. "What we've done is refocus the agenda: what can we do most productively to make good on the mission."

Mr. Michaiko is spending a great deal of his time on the road these days, trying to



James Michaiko of the Research Libraries Group: "The big, productive societies for the future aren't going to be the ones that are determined by institution type."

get the word out to prospective members that RLO has changed. Still, he says, the name Research Libraries Group is largely

Much of the general library community is aware of RLG only peripherally, through tion Network, containing RLO's massive data base, which was developed originally for book cataloging. "In a big chunk of the community, the only manifestation of RLG

"What's changed here is that folks recognized that

there's an enormous range of contributions to the

challenge of supporting

scholarship,'

in the past has been RLIN." says Mr. Michalko.

As part of its reorganization, RLG is in the process of refining the system, with less emphasis on cataloging and more on the ability of the system to bring unique

Less Important for Book Cataloging

An attempt to link RLG's system with a similar system operated by the Online Computer Library Center sputtered to a halt in June. RLG rejected proposals that would have entailed turning over routine cataloging of materials to the OCLC system immediately and establishing a direct link between the two systems after several

The importance of the Research Library Information Network for book cataloging has diminished dramatically for many RLG Continued on Following Page

Continued From Preceding Page institutions individually would be would be no profit, and more are delivery system used over the Inmembers, says Joan I. Gotwals, vice-provost and director of librarjor research libraries in the United RLG because it was far too expen- able, but really critical to scholar- desktop computer. Ariel offers the internal computer systems to han- tions to undertake, although re- ample, he says, librarians using that is both more reliable and less dle routine cataloging chores, she

New Methods Developed

While standard cataloging on the Research Library Information Network has diminished in importance, she says, RLIN itself remains critical to that same community.

Indeed, Rt.G's ability to do highly specialized, technically oriented tasks, using the system's capabilities, is vital to major research institutions, says Donald W. Koepp, the librarian at Princeton University. In the process of reorganizing, itt G has streamlined itself, making oped, dealing with issues that catalog a handful of books on its it better able to use its technical

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Amon Carter Museum

Archives of American Art

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Leo Beack Institute

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Members of the Research Libraries Group

Alabama Department of Archives and History

unable to complete successfully.

The Research Library Informa-

"RLG needs to do

things that are so rare that they

would be unprofitable,

but really critical to scholarship."

searchers need not be members of no commercial service provider campus.

under development

RLG's resources can now do cata- expensive than a standard fax maloging in Arabic, Chinese, He-chine. brew, Japanese, and, Korean. Materials in those languages are not commonly held in American university libraries. "They're very exbrary context, yet they're vital," he says.

RLG offers libraries a way to cutship," he says-one that would

expertise to accomplish tasks that would attempt because there RLG is developing other techno-

RLG's recently released documentternet, a network of networks. Es-"RLG needs to do things that are sentially a sophisticated facsimile ies at Emory University. Most may tion Network was developed by so rare that they would be unprofit machine hooked up to a common States have developed their own sive for individual member institus ship," says Mr. Koepp. As an ex-users of interlibrary loans a system

logical solutions to problems facing

Mr. Michalko hopes to see the he savs.

At the same time, RFG eliminated its program committees (another bottleneck), established other forms of collaboration for its members, and made membership much less expensive. (Previously, annual fees ranged from \$5,500 to \$73,000. depending on an institution's size. Fees now range from \$3,000 to \$25,000.) Such moves, says Mr.

is refocus the agenda:

what can we do

most productively

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Harvard University (Includes Radoliffe College) Hebrew Urlion College Historical Society of Pennsylvania

luntington Library Jewish Theological Seminary Johns Hopkins University:

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libraries. Mr. Michalko cites Ariel,

'The Board Was Too Big'

development of more tools like Arpensive to handle in a research-li- iel that will be of benefit to scholarshin in general. To spur new developments, RtG has limited the number of seats on its board of alog such items using computers. directors to 15. Under the old "It's a real contribution to scholar-rules, Mr. Koepp explains, anybody who was a member of RIG otherwise be unavailable, because had a seat on the board, a system RLG to use it. New methods of us- a single institution could not make that became cumbersome as meming the system have been devel-the necessary investment simply to bership grew. "We reached a point where the board was just too big,"

"What we've done

to make good on the mission."

Michalko, should cause membership to increase and enable at G to react to changes in technology much faster.

The changes should also allow wildly divergent groups to coalesce around issues of specific importance to them. The new at G will emphasize collaboration over cooperation, "We're trying to allow people to be driven by self-interest," says Mr. Michalko, "If, for instance, a really big problem for you is dealing with the preservation of images-photo collections. microfilm, and whatnot-then you ought to be able to find some partner within RLO to go after that in a productive way. You don't have to be interested in the rest of the agen-

It is not yet elear that the changes RLG has instituted will be effective, says Mr. Michalko, who **B** for more productive projects from RLG members and an acceleration in membership growth as signs that the plun is working.

There is always the bottom line to be concerned about, he says. Since it costs less to join, the number of members will have to increase to make up the difference. And since fewer institutions are using the Research Library Information Network for basic cataloging. new services will have to be developed to make up for the anticipated loss of revenue in the future. "Ohviously, if we don't stay economically viable, none of this is going to work," he says.

TECHNOLOGY UPDATE

Researchers at the University

of Florida are computerizing

the records of 10 Spanish noble

families so the documents will

Michael Gannon, director of the

Institute for Early Contact Period

Studies, is overseeing the effort to

copy onto optical disks millions of

pages of historical documents, dat-

ing back hundreds of years. Re-

searchers will be able to use the

disks with players attached to

desktop computers to search for

The project uses scanning de-

vices that can copy documents and

pictures in varying shades of gray.

With this gray-scale technology,

"we can increase the contrast be-

tween paper and faded ink, remove

water stains, and reduce bleed-

through," says Mr. Gannon. "It

gives you control over manuscripts

that we never had using micro-

of Christopher Columbus.

any appreciable degree."

around the world.

he says.

The prototype, called the World

ciety. "In the initial stage, we have

20 sub-boards for special-interest

groups and 20 different file areas.

About 50 people log on regularly."

specific documents.

be available to scholars.

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all music by composers from around the world," he says. "The best way to describe it is a Library of Congress for percussion."

■ Distance-education center offers free electronic services

■ Records of 10 Spanish noble families put on optical disks

■ University hospital substitutes computers for patient charts

■ Magnetic cards offer 24-hour access to computer laboratories

■ Prototype electronic network set up for percussionists

■ Videodisk images of skeletons used to teach anatomy

To use the network, musicians must be with an institution that belongs to the Percussive Arts Society, a professional organization for percussionists. Most colleges and universities with music departments belong, according to Mr. Weinberg.

For more information, contact Norman Weinberg, Del Mar College, East Campus, Corpus Christi, Tex. 78404-3897; (512) 886-1618. -BEVERLY 1. WATKINS

The University of Pittsburgh Medical Center is experimenting with a clinical-information system that climinates multipage charts and makes patient information available on a com-

puter screen at bedside. Mr. Gannon says it takes, on av-With the Critical Care Informaerage, less than 30 seconds to tion System, as it is called, doctors, nurses, and clinicians can enter vicopy each page. Even so, "this project will last for at least a dectal data about a patient, including laboratory reports, from any work-The Spanish records are a treasstation in the hospital. These data we trove of information for re- are available instantly in the inten-

searchers, says Mr. Gannon. The sive-care unit as charts and graphs project has already uncovered an on bedside monitors. abstracted diary of the 1492 voyage "The system improves our ability to respond promptly to lifefound to our amazement that it had threatening changes in a patient's never been cataloged," he says. condition and make appropriate decisions," says Keith Stein, med-"This is the kind of material that has not been used by scholars to ical director of the intensive-care unit, who is overseeing the sys-

For more information, contact tem's development. Michael Gannon, 424 Little Hall, The system is part of a four-year University of Florida, Gainesville, project by critical-care specialists Fla. 32611; (904) 392-1503. to find a more efficient method for ---DAVID L. WILSON making large volumes of diagnostic information available in the inten-A music professor at Del Mar College in Texas has estab-lished a prototype electron-

sive-care unit. Although the system is still experimental-it is being used in just one 14-bed unit-Mr. Stein says he is looking for othic network for percussionists er applications of its software, such as linking the unit with the hospital pharmacy and even with doctors' Percussion Network, has been opoffices. erating 24 hours a day, seven days For more information, contact a week, since April, according to

Keith Stein, Critical Care Med-Norman Weinberg, an associate icine. University of Pittsburgh professor of percussion, who is de- Medical Center, 3811 O'Hara board with the Percussive Arts So-

The University of Michigan's College of Engineering is using a card-entry system that gives When the network is operating students 24-hour access seven ully—the target date is November days a week to its computer lab-1992—it will be a source for articles oratories. and research papers on percussion,

The system functions a lot like files of digitized sounds, announcean automatic-teller machine. Stuments about recitals and tours, and dents slip their campus identificamore, says Mr. Weinberg, who tion cards, which have magnetic is also the principal timpanist strips, into scanning machines that and percussionist with the Coropen doors to authorized people. If pus Christi Symphony Orchestra. the scanner denies access, the rea-"Eventually, we'd like to catalog son appears on the screen, along

The system paid for itself within a year of its installation through re- videodisk system in laboratory Briefly Noted: ductions in personnel costs, says courses during the 1992-93 aca-John Muckler, manager of comput- demic year and hopes to make it er operations. "We got rid of 80 available to faculty members by student monitors," he says.

with a telephone number to call for

assistance.

used to get manuals from the lab tional Science Foundation. from the library.

are now installing card-entry sys- 687-2381; RO419@CSUOHIO. tems modeled on those in the College of Engineering.

For more information, contact John Muckler, College of Engi- The American Center for the

A professor of anthropology at Cleveland State University is creating an interactive videodisk of images of normal and mate skeletons to use in teaching anatomy.

plorer Videodisk System, will include approximately 21,430 color images of skeletons and 28 minutes of video showing human move-

Most anthropology laboratories have a small number of human F. Paulsen, who edits the electron-

human and primate skeletons, and a small sample of human fossil casts, says John E. Blank, a professor of anthropology, who is developing the disk with a colleague. He 462 human, 47 primate, and 387 fossil specimens, will simulate a well-equipped skeletal laboratory.

Mr. Blank is using images from the collections of the Cleveland Museum of Natural History, the um, and the Smithsonian Institu-

Mr. Blank says he will test the fall 1993.

Today, laboratory assistants The project is supported by the check on the laboratories' printers Fund for the Improvement of Postoccasionally, and students, who secondary Education and the Na-

monitors, now check them out For more information, contact John E. Blank, Department of An-Several schools in the College of thropology, Cleveland State Uni-Literature, Science, and the Arts versity, Cleveland 44115; (216)

necring, University of Michigan, Study of Distance Education 229 Chrysler Center, Ann Arbor, is offering two free electron-Mich. 48109: (313) 936-3501; JOHN- ic-information services—one a cation at the University of North-MENGIN.UMICH.EDU. -B.T.W. newsletter and the other a forum-for researchers, administrators. and faculty members interested in distance learning.

The center, located at Pennsylvania State University, publishes DEOSNEWS, which sends subscribpathological human and pri- ers about one article a week on such topics as audio-conferencing, computer-mediated commun-The disk, part of the Skeletal Ex- ication, computer-assisted language learning, and computer networks. About 600 educators in 28 countries subscribe.

Authors of articles in DEOSNEWS may publish the same pieces in paper journals, according to Morten

skeletons and fiber-glass easts of ic news, as well as the center's print publication, The American Journal of Distance Education.

The on-line forum, called poss-L. gives distance educators all over the world an opportunity to discuss says the videodisk, which will have the issues raised in the electronic

For subscription information for both services, contact Morten F. Paulsen, College of Education, Pennsylvania State University, 403 South Allen Street, Suite 206, National Museum of Natural His- University Park, Pa. 16801-5202; tory, the National Medical Muse- (814) 865-5855; MFP101@PSUVM.-PSU.EDU.

■ Northwestern University has received a \$1.5-million grant from the Ameritech Foundation to support an endowed chair in information technology in the School of Engineering and Applied Science.

■ The Department of Energy's Argonne National Laboratory is offering a series of one-semester courses on parallel computing to prepare professors from women's colleges and from historically black institutions to teach undergraduate computing on their cam-

■ Empowering Networks: Computer Conferencing in Education, edited by Michael D. Waggoner. associate professor of higher eduern Iowa, is available for \$34.95 from Educational Technology Publications, 700 Palisade Avenue, Englewood Cliffs, N.J. 07632;

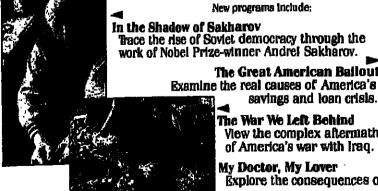
(201) 871-4007. ■ Technobabble, an examination of computer terminology by John A. Barry, is available for \$22.50 from MIT Press, 55 Hayward Street, Cambridge, Mass. 02142; (617) 253-5643.

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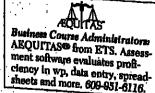
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Historians and political scientists have complained in recent years about how difficult it is for them to review government documents relating to controversies in recent American history.

But two developments last week indicate that federal policies may be changed to open up more records about the Central Intelligence Agency and the assussinution of President John F. Kennedy.

At the CIA, Director Robert M. Gates is considering a plan to release many more documents than have been available to researchers in the past. The plan was developed by a special "Task Force on Openness" that he appointed to find ways to inform the public about the agency's

Mark Mansfield, a spokesman for the CIA, said: "We're going to try to be as forthcoming and candid as we can, consistent with our mission and the protection of our sources and

The Kennedy documents in the news last week were thousands of pages of materials gathered by a special committee of the House of Representatives for a 1978 investigation of the assassinations of President Kennedy and the Rev. Martin Luther King, Jr. At the conclusion of the investigation, the documents were sealed until 2029.

But amid the controversy over the new movie JFK, a key member of Congress—in a reversal—said he would consider supporting a House resolution authorizing release of the materials, Rep. Louis Stokes, an Ohio Democrat who was chairman of the House committee that conducted the 1978 investigation, said he would support such a resolution, the only means by which the papers can be released.

Historians praised the latest developments on both the Kennedy and CIA papers. Kevin Walsh, legislative director

to the Association for the Advancement of Historical Research, said the Kennedy assassination records "are an important part of our history, and it's important to have the records opened to write our history."

Page Putnam Miller, director of the National Coordinating Committee for the Promotion of History, said that scholars would be thrilled with any change in the CIA's policy on releasing records because "so little has been available up to

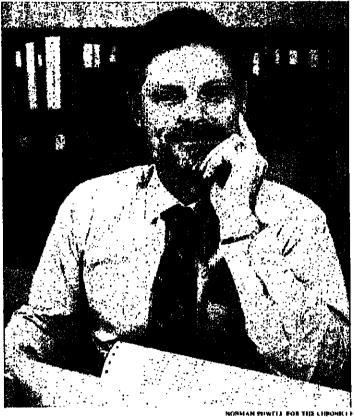
Ms. Miller added that policy makers had paid too much attention to the risks of releasing sensitive records, and not given enough thought to the consequences of withholding records "on people's attitudes toward government and democracy.

She said the distrust of many Americans for their government and the skepticism of many about the official investigation of President Kennedy's assassination were "the result of our government's secrecy policy."

Government & Politics



David Mertes of California's community-college system: "This review has demonstrated obvious problems in the data base."



Jeremy R. Berg of Jordan College: "The numbers are inaccurate and probably impossible to pin down at this time."

With Their Eligibility for Student-Aid Funds at Stake, Many Colleges Claim U.S. Data on Defaults Are Faulty

By THOMAS J. DeLOUGHRY

WASHINGTON Six months after the Education Department announced a plan to end the flow of student loans to institutions with high default rates, many of the non-profit colleges and technical schools that would be affected say they have evidence that the department is using faulty figures.

Last July the government identified 178 colleges and for-profit trade schools that were in danger of losing their eligibility for the loan programs because their former students had had default rates in excess of 35 per cent for three consecutive years.

Department officials report that they have succeeded in stopping loans to 117 of the trade schools and to 9 non-profit col-

leges and technical schools. Eleven nonprofit colleges and 31 trade schools are still appealing their cases while 10 trade schools have won the right to continue in

Cutoff Rate to Drop to 30%

Institutions on the department's list are in danger of losing eligibility for Stafford Student Loans, Supplemental Loans for Students, and Parent Loans for Undergraduate Students.

Congress required in a 1990 budget-reduction law that the department stop loans to institutions whose former students have high default rates. The cutoff rate will drop to 30 per cent in 1993. Historically black institutions and colleges controlled by Indian tribes must comply with the law by

Officials at seven California community colleges that are among the non-profits with appeals pending are optimistic they will avoid losing loan eligibility because the state agency that guarantees many of their loans has found errors in the calculation of default rates.

Linda Michalowski, coordinator of student financial assistance for the California Community Colleges system, said the errors had resulted from miscalculations of when students were due to begin repaying their loans. The default rate is calculated by dividing the number of defaults that occur in a year by the number of borrowers Continued on Page A28

Small Colleges May Face Big Problems Over Animal-Welfare Ruling

By STEPHEN BURD

Researchers say small colleges are likely to face the biggest burdens as a result of a federal-court ruling that extends an animal-welfare law to rats, mice, and birds.

Research universities generally have systems in place to meet the requirements of the law for all the ar scientists say. Animal-rights activists. however, say that the ruling will force both large and small institutions to provide better care for animals.

The ruling involves the Animal Welfare Act, which Congress passed in 1971. In setting the original regulations to carry out the legislation, the Agriculture Department excluded rats, mice, and birds, contending that Congress had allowed the department to determine the meaning of the term "animal."

But U.S. District Judge Charles R. Rich-Continued on Page A28



cy ruled this month that Congress had intime consuming, it may be worth it to make them publicly defensible."

UNCOMMON NEEDS. UN

nstinct tells you to protect your earning power, preserve your assets, and enhance power, preserve your assets, and ennance your retirement security. But you and your colleagues in education and research probably have additional special needs when it comes to reaching your financial goals.

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Opinion: The role of revisionist art history **B2**



End Paper: Visual metaphors of space and time **B52**

Mélange

Letters to the Editor

Bulletin Board B5-51

Section 2

January 22, 1992

OPINION

The Trials of Reforming Legal Education

By James D. Gordon, III

HE LAW-SCHOOL CURRICULUM has not changed much since the 1870's. That's when Christopher Columbus Langdell, dean of the Harvard Law School, decided that, with a name like his, he desperately needed to discover something before he died. So he discovered the Socratic method, a martial art that uses questions and answers to teach the law.

Students immediately hated the Socratic method with a passion. Langdell's teaching style was so unpopular that Harvard's law-school enrollment plummeted, and rumors circulated that he might be fired. However, when law professors across the country learned how much students despised the method, they quickly rushed to adopt it, and Langdell's job was spared.

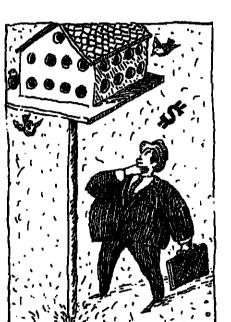
Nothing changed for a hundred years. Lawyers may not know much about education, but they know a lot about precedent. Jonathan Swift observed that precedent is important because, in the law, anything that has been done before may legally be done again. So the Socratic method has continued its reign unto the present day.

The Socratic method is good for teaching students how to "think like a lawyer." However, because it's so slow, it's not much good for teaching anything else-except to teach students to hate the sound of their name being called by the instructor. Legal education based on the Socratic method emphasizes legal-reasoning skills rather than specific areas of the law. This generalist approach, of course, has deficiencies.

For example, in recent years law practice has become increasingly complex and specialized. In the old days, most lawyers were sole practitioners after they left law school. A lawyer with a formbook and a Dictaphone was an instant expert in anything. Nowadnys things are different, and students equipped primarily with legal-reasoning skills aren't always prepared for what law practice actually entails. Many will find their way to the megafirms, each with a huge flock (technically, a "pride") of lawyers. Each lawyer focuses on one narrow subspecialty-for example, how to convert backyard birdhouses into timeshare resort condominiums.

There is also much more law than there used to be. The New Deal, for example, helped to bring about the rise of the regulatory state. In the old days you could clear a wilderness, settle a territory, and declare a war without ever thinking about lawyers. Today you have to consult a lawyer before you hose out the grease pan in your garage. Preferably a grease-pan specialist.

In addition, some of the cases that law students focus on are out of date. Students read hoary medieval cases in which Sir Gawain attacked Baron Relic. Studying ancient swordfights may be interesting, but it







leaves students unprepared to deal with the modern world of electronic fund transfers and licensing agreements for computer

Students, in fact, can learn the basic analytical skills in their first year. They endure the second year patiently enough, mostly because they are having a delightful time being wined and dined by prospective employers. Also, there is some satisfaction in being an upper-class student and lording it over first-year students. However, by the time students are in their third year, they are bored out of their minds.

A particular difficulty with the upperlevel curriculum is that, basically, there is no upper-level curriculum-merely a smorgasbord of unrelated courses. Students experiencing mental indigestion from combining the enchiladas of environmental law with the fishsticks of federal taxation are desperately reaching for the antacid of reform. To coin a phrase.

Consequently, law schools recently have begun talking about curriculum reform. Of course, any lawyer can talk. Lawyers earn their bread that way, The astonishing thing is that a few law schools are actually doing something.

NE CURRICULUM REFORM IS to provide more training in skills besides legal reasoning, including drafting documents and trying cases. Some schools have adopted this reform because employers have complained, with mosquito-like persistence, that new law graduates can't find the courthouse door, even when they are dropped off on the front steps.

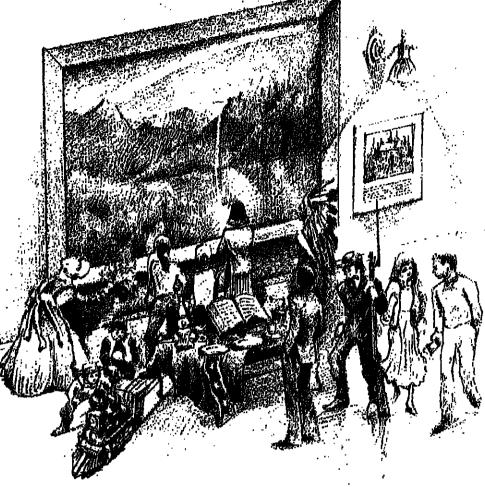
However, law professors don't particularly like to teach lawyering skills. If professors had enjoyed the practical aspects of lawyering, they wouldn't have given up a salary of a jillion dollars a year in law practice for the privilege of driving a rusted-out Ford Pinto. Being forced to teach those things without earning a lawyer's salary is the worst of all possible worlds.

The other major curriculum reform being tried is specialization. Rather than take a lot of survey courses in areas that they are not interested in, students can concentrate in a particular area of the law, much like having an undergraduate major. Some schools are beginning to offer specialties in such legal fields as the environment, intellectual property, health care, and international law. Students receive certificates stating that they've specialized in a particular area, which can help set them apart when they look for jobs. It also pleases clients who, oddly enough, don't like paying for a new lawyer's on-the-job training.

Some law professors object, however, because reforming the curriculum is a lot of work. "We only finished reforming the curriculum 100 years ago." they complain. Continued on Page B3



OPINION



Revisionism Has Transformed Art History, but Not Museums

the case, Indeed, "The West as America" represented one of the very few attempts in recent years to mount an exhibition along revisionist lines. Despite the prestige that revisionist art history now enjoys in colleges and universities, museums for the most part have done everything in their power to

By Alan Wallach

came embroiled in a bitter contro-

versy over "The West as Ameri-

ca," an exhibition that attempted

a revisionist interpretation of im-

ages of the frontier. The show be-

came a national issue in May

when Sen. Ted Stevens of Alaska

accused exhibition organizers of

promoting a leftist political agen-

da and threatened to curtail the

Smithsonian's federal financing.

Neoconservative columnists

spewed invective, calling the ex-

hibition "Marxist," "perverse,"

"simplistic," "destructive,"

and, predictably, "politically cor-

rect." Publicity surrounding the

controversy implied that revi-

sionism in art history was on the

verge of taking over the museum

Unfortunately, this is hardly

world.

ST SPRING the Smithsonian

Institution's National Mu-

seum of American Art be-

ignore it. "Revisionist" or "new" art history grew out of the crises of the 1960's when young scholars--many of whom were taking part in the civil-rights, anti-war. and women's-liberation movements-criticized the discipline's narrow focus on problems of connoisseurship and artistic "influence." These scholars began to search for new ways to understand the relation between art and its historical, political, and social contexts.

At first much of the new art history tended to be Marxist or feminist-or, frequently, a combination of the two. In a field that prided itself on upholding standards of "civilization," the "new" art history seemed rough-edged and argumentative. It engaged in confrontational politics, took issue with built-in assumptions and biases. and exposed pervasive sexism and elitism. It also called for increased attention to theories underlying the practice of art history and for the recovery of the discipline's intellectual heritage—the focus on historical iicai problems that had made the field central to the humanities in the early decades of the century.

I do not exaggerate when I say that "new" art history was responsible for the discipline's revitalization. Revisionist art historians insisted on discussion and debate in place of the usual numbing silence. Their probing and questioning opened the field to new areas of inquiry and to new theoretical perspectives.

Today revisionism generally dominates academic art history. Leading graduate

programs vie for the services of Marxists, feminists, and semioticians. Theory has become a crucial part of the curriculum even at such strongholds of tradition as Columbia and New York Universities. An-

nual meetings of the College Art Association routinely feature sessions on such subjects as the construction of gender, the politics of representation, and the social history of art.

Thus revisionism has transformed academic art history; yet its impact on museum exhibitions has remained slight.

In 1987, the Metropolitan Museum of Art put on a blockbuster exhibition, "American Paradise: The World of the Hudson River School Painters." The first large-scale retrospective since 1945 of Hudson River School landscapes, the exhibition brought together 88 works and featured rooms devoted to canvases by Thomas Cole, Frederic B. Church, and

PEW MONTHS LATER, the Hudson River Museum of Westchester .(N.Y.)—an institution little known outside its immediate area and generally ignored by New York reviewers-stage its own Hudson River School exhibition, "The Catskills." Organized by Kenneth Meyers, a young American-studies professor at Middlebury College, "The Catskills" brought together more than 150 objects—landscape, genre and portrait paintings, prints, drawings, photographs, maps, postcards, books, china, railway timetables, hotel bills, and other artifacts relating to 19th-century Catskill tourism.

The Hudson River School is my particular area of specialization, and I visited the two exhibitions repeatedly. The contrast between them-one representative of old. traditional art history, the other of the "new"—could not have been more telling.

"American Paradise" was all glossy spectacle. The spacious galleries, the brilliant lighting, and the lush setting combined to produce an experience in which visitors were overwhelmed by the beauty and power of the paintings. Yet something was missing. By viewing the landscapes of the Hudson River School as so many timeless masterpieces, viewers gained no sense of the paintings' history or their historical role. Patronage, contemporary response to the works, the art market, tourism, religious beliefs, industrialization, Jacksonian politics, Manifest Destiny, slavery, the Civil War-all these topics were largely absent from, or rather were absorbed by, the exhibition's pseudo-historical theme. Instead, the show promised visitors gleaming visions of a conflict-free American past, a "return to Paradise," in the words of the advertisement put out by the Chrysler Corporation, the exhibition's sponsor.

"American Paradise" exemplified traditional art historical wisdom: Choose the best works, gather them together under a liar if tendentious label (Treasures, Masterpieces, Genius, Paradise), add wall texts with a smattering of background information, and, vollá, success is pretty much assured. But what if you depart from formula? What if you seriously want to explore relations between art and its historical context? That was the problem the Hudson River Museum set for itself.

The exhibition was laid out in the museum's large central gallery. Paintings hung on temporary walls facing cases with books, prints, and other artifacts related to the paintings. Wall texts set forth basic

tions-for example, stereoscope images of the Catskill Mountain House, a rendering of it on State fordshire china, Fredenk Church's painting of the view from the Mountain House, and x forth. There was nothing forced or self-consciously didactic about the installation. Nor did the presence of objects in different media—traditionally a caratorid taboo -- detract from the enjoy ment of individual artifacts. Still, as you worked your way

they could be seen in relation to range of 19th century cultural practics. such as four ism, nature worship, and pair otic beliefs that equated American nature

"The Catskills" demonstrated one way ry. They included a "curiosity room"; type of installation; and a stark contempo "authentic" period labels.

Another example was the Menil Collection's "Winslow Homer's Images of Blucks" in 1988. Visitors encountered variety of works-oil paintings, watercol ors, lithographs, wood engravings from Harper's-that allowed them to explore in detail the artist's complex response to the nging situation of blacks during the Civil War and Reconstruction.

THESE EXHIBITIONS provoked to heated controversies, no blowups wer "Marxism" or "political col" rectness." Still, these and similar path breaking shows usually turn up in smaller institutions, sites beneath the notice of the national news media. As a consequence, they reach audiences limited to local muse um patrons, students in the area, and an historians in the know.

Why don't larger, national institution like the Metropolitan, the Museum

premises. Visitors followed roughly chronological path. Ata most every step, one encountered fascinating juxtaposi-

through the exhibition, you be came increasingly aware of hos the materials on display derive from, and also helped to conftute, a touristic culture. Seening this light, landscapes by Cok. Church, Durand, and others be gan to make greater historical ad artistic sense. No longer relief masterpieces, objects of a dism bodied aesthetic contemplation

with American identity.

in which museums can break out of the masterpiece-treasure-genius-paradisessadrome. There are others. An exhibition is 1988 at New York's Center for African African called "Art/Artifact" subjected the cale gory "art" to a searching examination by recreating the different exhibition formats in which African works have been seen the United States since the late 19th cents natural-history display complete with diorama: an "atmospheric" big-museum rary gallery. The center even included

forced in the last few years by the appearance of dour, neoconservative critics who have taken upon themselves the task of Asulating the public from radical or even mildly dissenting views. Their wild-eyed assault on "The West as America"—whatever the exhibition's flaws, its historical premise was hardly novel-will no doubt inspire even greater caution on the part of curators and museum directors. Thus, prospects for revisionist exhibitions are not especially bright. Still, this

> specter will continue to haunt museum cor-Alan Wallach, an associate professor of an history and American studies at the College of William and Mary, currently is working on a study of patronage and vision in 19th-century American landscape paint-

Modern Art, and the National Gallery mount similar exhibitions? Why have they generally failed to take advantage of the large body of revisionist scholarship now available? Why are they so irrevocably attached to their formulaic blockbusters and reasure-house displays?

The usual response from such institutions-"We give the public what it wants"-begs the question. Indeed, it abdicates responsibility, since museums are supposed to be in the business of shaping, not reflecting, taste. A steady diet of commodified culture can only dull the public's critical capacities. Or is that really the point in an age in which trustees from a leading museum travel to Disney World to sludy ways of improving exhibition tech-

"Revisionist ideas about patronage. class, or gender aren't ideas for exhibitions" is another frequent objection. On the contrary, exhibitions can tell complex stories spatially. A successful exhibition is not a book-on-the-wall, a narrative with objects as illustrations, but a carefully orchestrated deployment of objects, images, and texts that gives viewers opportunities to look, to reflect, and to work out meanings. Revisionists know this quite as well as traditionalists, as the three exhibitions cited demonstrate. What this objection usually boils down to is a fear that revisionists will neglect or ignore art's aesthetic dimension. This fear makes sense only it you believe that the nesthetic is destroyed by the presence of anything else (historical) artifacts, works of art in different media. information about patronage).

▼ BELIEVE that the real reason for muse-

ums' reluctance to draw upon revi-

A sionist scholarship is their deep-seated

fear of controversy and critical thought.

Museums like the National Gallery thrive

on the notoriety that comes with cheap

sunts such as the exhibition of Andrew

Wyeth's prurient "Helga Pictures." Genu-

ine controversy is something else entirely:

It raises basic questions, involves people

in issues, makes them care passionately

about ideas. In a society in which culture

ultimately is controlled by cornorate elites.

controversy is too dangerous—it cuts too

I am aware, of course, that museums

always have been deeply conservative in-

stitutions. Dependent upon corporations.

government agencies, and wealthy donors.

and presided over by well-heeled trustees

sually more interested in prestige and the

fate of their personal art collections than

the public good, they have every reason to

avoid anything that would bring down the

This built-in conservatism has been rein-

should not be cause for despair: Revision-

ism is here to stay. And this means that its

wrath of their financial backers.

close to the nerve.

THE LIVES of public figures, those ■ whom society comes to regard as great men and women, are often used by historians and biographers to exemolify or define an issue or era from the past. . . . Yet the lives of lesser figures. men and women who lived and died in virtual anonymity, often better illustrate certain aspects of the major issues of a particular period than do the lives of those who, through significant achievement, the appeal of the orator. or the skill of the polemicist, achieve national prominence.

C INCE I BEGAN TEACHING a course on

the Southern movement for civil

rights, I have made a habit of giving my

students a quick quiz on the first day of

class. They are asked to identify well-

known and lesser-known figures, con-

cepts, and events of the movement and

they generally have done poorly, even

considering they weren't born when

Students at a large Southern state

university did better than those at two

elite private colleges in the North, and

while most students could not identify

him at all, the Southerners were quicker

to identify George Wallace than their

counterparts north of the Mason-Dixon

Some students confused Governor

Wallace with television newsman Mike

Wallace and Montgomery NAACP leader

E. D. Nixon with President Richard M.

Nixon. They frequently identified Rosa

of government at American University.

-Julian Bond, visiting professor

in the winter 1991 issue

of Teachers College Record

Parks as "the bus woman."

Martin Luther King, Jr., was killed.

Such is the case with the life of Celia. a slave who lived and died in Callaway County, Missouri. On October 9, 1855, Celia entered the circuit court of

of a Slave; Art and Evil Ideas; an Uncertain Career in Literature Callaway County, where she stood accused of murder. . . .

MÉLANGE

Students and the Movement for Civil Rights; Lessons From the Life

The life of Celia, a slave, presents us with a detailed case study of what the historian Charles Sellers referred to as "the fundamental moral anxiety" that slavery produced. This fundamental moral anxiety, and the moral dilemmas that produced it, were at the very heart of the institution of slavery. Until recently they have received little attention from historians, who concentrated instead upon the economic and social aspects of slavery, and upon the political issues it created. . . .

The life of Celia demonstrates how slavery placed individuals, black and white, in specific situations that forced them to make and to act upon personal decisions of a fundamentally moral na-

Celia's story derives much of its significance, as well as its narrative power, from the nature of the specific issues and moral dilemmas it forced individuals to confront. Her case starkly reveals the relationships of race, gender, and power in the antebellum South, in addition to illustrating the manner in which the law was employed to assuage the moral anxiety slavery produced. Finallv. because race and gender are issues with which our society continues to grapple, . . . the case of Celia, a slave, reminds us that the personal and the political are never totally separate enti--Melton A. McLaurin,

professor of history at the University of North Carolina at Wilmington, in Celia, A Slave, published by the University of Georgia Press

S IDEOLOGIST AND MUSICIAN, Wag-A ner illustrates a general problem, the affiliation between art and evil ideas. One approach is to pretend that the two are finally unrelated, that distinguished literature, music, and painting stand above evil ideas and practices. To accept such a view is to deny and sanitize what in most instances the artist does not deny. Radical misinterpretation follows. A second approach, reflected in the Israeli aversion to performances of Wagner, is to proscribe offending works, a policy followed by Israel in the occupied territories and by

most Islamic countries toward Salman

Rushdie and other dissenters. This, too,

is denial and political censorship. But the reality is that connections between barbarism and culture are common. If one is to care about art and humanity sincerely, there must never be banning of books or ideas. The real task is how, not whether, to read them, to try to see them whole, to appreciate that art and judge the morality together,

-Edward Said, professor of English, Columbia University, in the January 12 edition of The New York Times

as actualities of human history.

NEW PATHS ARE AS UNCERTAIN AS A career in literature. More than the other arts, the one which is centered on the written word lays itself open to a dizzying play of nuances which only the skill of the author-and a favorable wind-render coherent. As the principal medium for thought and narrative, speech and song, words bear a stricter relationship to meaning than image or gesture or sound and yet must encompass all of these if they are to seem alive. The plasticity of words, the wealth of their ambiguities, pose challenge enough to the conventional writer, but to one who seeks to go beyond, to reach new discoveries, the struggle is unrelenting. —Jason Weiss, writer,

in Writing at Risk: Interviews in Paris with Uncommon Writers, published by University of Iowa Press

A Few Law Schools Are Actually Doing Something About Reform

Continued From Page Bl

"and you're already talking about doing it again?" Then they go back to sleep.

Other professors object that some students don't know what specialty to choose. Therefore, logically, nobody should be allowed to choose. Some critics argue that students might want (or be forced) to change specialties after entering law practice, in which case their handsome specialization certificates will be suitable only for wrapping fish. The young lawyers might even have to read a book or something equally odious once they have a job. Students should be able to stop learning when they graduate, just as the professors

THINK that offering students the opportunity to specialize is a good idea, though. My only objection is that not enough specialties are offered. I suggest adding the following:

Advertising. How to appear compassionate and unconcerned about money while appearing in television commercials that flash subliminal messages encouraging people to suc.



Litigation. How to pursue the paper wars of lawsuits. Discover why another forest dies every time a case is

Corporations. How to abuse creditors.

shareholders, employees, consumers, the Internal Revenue Service, and the environment for fun and profit. Mostly prof-

Lundlord-tenant law. See how medieval English feudal law has modern applica-

Income taxation. Prepare to be a tax lawyer (someone who is good with numbers but does not have enough personality to be an accountant).

Law-office architecture. How to design a building so that each of the law firm's 1,000 attorneys gets a corner

When it comes to curriculum reform. though, most law schools are still at the talking stage. This is the stage where lawyers feel most comfortable. They may not know much about pedagogy, but they know a lot about parliamentary procedure and seating arrangements. So far, most law faculties are still discussing the motion to table the motion to move the table. Meanwhile, don't hold your breath.

James D. Gordon, III, is a professor of law at Brigham Young University.



Bulletin Board

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Charges of Racism Against the ACE's President

After reading the article on Samuel L. Myers, president of the National times, always in a professional man-access to resources for the nation's Association for Equal Opportunity in per. Never did I notice any racist re-historically African-American insti-Higher Education ("President of marks or negative attitudes toward jutions of higher education, and Sam-Black-College Lobbying Group Stirs Furor With Claim ACE Is Racist," January 8), I am saddened by Dr. Myers's charge of racism toward the president of the American Council on -Education, Robert H. Atwell,

Last year I completed an ACE Fellowship with 29 other fellows. During my term there was no indication of any bias by the association or its president. In fact, in the 1990-91 class there were seven black and two Hispanie fellows. Discussions among minority ACE Fellows ranged from the need for more hours to discuss diversity issues to additional visits to predominantly minority institutions. But these are process and time issues, and they were addressed in our out-briefings.

Debate biased theories,

Despite my great respect for the

carefully considered views of former

University of Virginia President

Robert M. O'Neil on the subject of

what to do about obnoxious speech, I

submit that he has badly missed the

mark in his recent piece, "Dealing

With Intolerance for Intolerant

Views" (December 18). Punishment

is not a good way to deal with this

problem, as it rarely is with any prob-

The impulse to punish what we re-

gard as the utterance of falsehood or

outrageous epithet is very under-

standable, but when a person or

group says something we don't like,

for whatever reason, the only effec-

tive way to deal with it (not merely

the best way, but the only way) is

more speech. Those who hate and

fear the social results of statements

that they believe to be false and odi-

ous have the ability to refute false-

tions to the uses of such epithets.

hoods, to state what they believe to

don't censure them

TO THE EDITOR:

staff addressed the fellows several standing job of providing support and any minority group that would warrant Dr. Myers's remarks.

As an educator, administrator, and a minority in higher education, with over 20 years' experience, I believe that I can identify, observe, and be sensitive to racist remarks and practices-and there were none. Samuel L. Myers has sent a torpedo to sink

the wrong ship. PEDRO 1. LECCA ACE Fellow, 1993-91 Professor and Director of Health Care The University of Texas at Arlington Arlington, Tex.

TO THE EDITOR:

As chairman-elect of the National Association for Equal Opportunity in Higher Education, I am writing in response to the January 8 article by

only effective remedy is publicly to

expose his errors, not to punish him

or to prohibit him from speaking. (If

his speech proves him incompetent

to teach, the focus of attention

should be on his competence to

same is true of Michael Levin's

views on the relative intelligence

of black-skinned and white-skinned

valuable in the expression of these

ideas or the use of these words, oth-

ed?" We ought not to encourage that

which we deplore, nor waste our time

It can be painful and frustrating to

attempting the impossible. . . .

be true, and to express their reac- low men. But like it or not, that is

The permanent suppression of

teach, not on the content of his

ple" and "Jewish conspiracies," the morrow.

extracurricular speech.) And the TOTHE EDITOR:

erwise why would they be prohibit- of two men with such excellent edu-

endure words we abhor from our fel-

Dr. Atwelland members of the ACE Scott Jaschik. NAFEO does an outuel L. Myers has done a superb job as president of this vital organiza-

It is imperative that African-American-individuals and institutions demonstrate unity in the fight against sophisticated and unsophisticated acts of racism by individuals and institu-

NAFEO is an organization that is important for the growth and survival of the colleges and universities it represents, and Dr. Myers has provided a tremendous service in working for the future of our institutions them to be able to influence young as they fight to combat the forces that threaten their strength and existence. ARTHUR E. THOMAS

Dr. Levin is traveling around try-

Africans or "sun people."

we don't work together, there will be

can only work for personal gratifica-

Central State University Wilberforce, Ohio

his expressed views about "sun peo- day allows them to suppress us to-ALLEN E. SMITH

> City College professors and minds of the young

Each time I read articles like the ones in the December 18 issue of The ence at the American Studies Associ-Chronicle entitled "Controversial City College Professor Is a Study in Contradictions" and "Beneath All speech, true and false, hateful and the Furor Over Leonard Jeffries, Karen J. Winkler's article in the Nobenign, never hus been possible and City College Tries to Get On With Its never will be. And there is no better Routine," I am saddened for I realize way to make the utterance of bad that in my lifetime, to puraphrase words and bad ideas attractive than Martin Luther King, Jr.: I will not be

to attempt to suppress them. People judged by all men for the content of At the meeting, the politically corthink, "There must be something my character, but for the color of my rect had almost entirely purged objective scholarship from the program and substituted an explicitly political It is extremely sad to see and hear agenda of "social change," which included lobbying on behalf of Anita cational backgrounds who lack basic

common sense. Michael Levin and Although the announced theme of Leonard Jeffries, Jr., are both indithe convention was "The Question viduals who apparently cannot see of Rights," it was not about the histowhat we have to do. Any rule that ing to prove that one race is inferior ments to the Constitution. Consider If Leonard Jeffries, Jr., is wrong in allows "us" to suppress "them" to- to another, and Dr. Jeffries has conthis sampling of panel and paper ti-

tended that Jews played a key role in helping to finance slave trade. He has Disruptions in American Texts." also been quoted as having said,

"The skin pigment melanin may give blacks physical advantages." And he has spoken about the value system of the Struggle Over Public Meaning." European-Americans or "ice peo-"Resistance Literature: Rewrit-

The Rights of Animals and nicities) together to teach them that if Community Rights."

kind are at their worst, and these rights, and a general disdum for Iwo educators are so selfish that they Western culture and values. The tone of the sessions was no If I were an official at the City Col- a pre-perestroika Communist Party lege of the City University of New Congress in Moscow. At a lilnt York, I would work very hard to get screening, I pointed out that the PBS both of these individuals off my fac- film "Color Adjustment"—which ulty before they do further damage to criticizes TV portrayals of blacks-

Money HARRIE . do so. I would not want either one of . When I suggested a need for fair-

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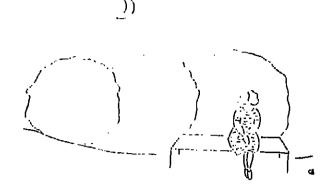
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OPINION



A CROISSANT можная з THE SKY

SOMEWHERE

minds again. SHERYL T. SPIVEY

PC atmosphere reigns at scholarly convention

То тик Ерпок:

Stormtroopers in the assault on Western culture in U.S. higher education-armed with a "politically correct" academic agenda-are adopting a new tactic: They're pretending that no such curriculum ex-

If that is the case, then it must mean that my own personal experiation convention in Baltimore didn't happen. Certainly there was no mention of the politicized atmosphere in vember 20 issue of The Chronicle ("Scholars Examine Issues of Rights in America," November 20).

ry and impact of the first 10 amend-

"Righting Perversions: Sexual

"Lowriders, Gangbangers. Graffiti Writers: Freedom of Expression, the Constitution of Identity and

ple" versus the communal values of ing American History." Unfortunately neither man realizes Lesbian and Gay Writing: Towards a "Contemporary Puerto Rican that he is in an excellent position to Literature of Transvestism." help bring young people (of all eth-

Not only are the politically correct ag left in this world upon which — academics alive and well, but they to build. Drugs and diseases are run- continue to impose their own lopsidning rampant in this country. Hun- ed curriculum on American campusger, abuse, and lack of faith in man- es-one of radical feminism, gay

the young people who cross their excluded the conservative views of paths. If it were possible to strip both Shelby Steele and Thomas Sowell. men of their educational degrees, 1 among others. I was then jeered and would do everything in my power to heckled.

ness and balance in the film at in the panel discussion, Patricia Turner, a professor at the University of California at Davis, said then was no need for fairness since Stek and Sowell are "not members d the American Studies Association" In a session entitled "Radial

Teacher," one professor annound that Supreme Court Justice Clarece Thomas was "very frightening" ad "a self-out working for the pig." Other speakers complained that new generation of American student in state universities was hostlet Manaism, apparently unaware ha students in Moscow no longer on study Communism as a political pi-

Johns Hopkins University profe sor Walter Benn Michaels used is literature panel to call William Bo nett's defense of educational sta dards "racism without racists."

Virginia Sanchez-Korrol, #N helped design New York State's 🐠 troversial multicultural curiculus was equally blunt: "We have the power to legitimate content." And er speaker, Richard Yarborough,20 English professor at the University of California at Los Angeles, caled for a policy of "continued interestion . . . even if we have to mak our selves and use surrogates to say

Recall George Orwell's 1984 party slogan: "Who controls the past coo trols the future; who controls the present controls the past."

In an effort to silence enticism.lbt dealers of pothinking in our univers ties are employing what Ond called the tactic of "the big lie." [tis. as Orwell pointed out in a 1946 essy. doomed to failure: "Any writer wh adopts the totalitarian outlook and finds excuses for persecution and the fulsification of reality, thereby & stroys himself as a writer. LAURENCE JARY Resident Schol

The large volume of letters to the editor of The Chroniele prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

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The italics are not always yours!

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Psychology: Two tenure-track assistant professor positions. Both require the Fh.D. in psychology and demonstrated commitment to undergradual teaching excellence. I) Generalist with special emphasis in human cignition. Teaching responsibilities in general psychology, cognitive, and psychology of learning. May also participate in interdisciplinary core curriculum. 2) Generalist with special emphasis in developmental psychology. Teaching includes developmental and psychological testing and assessment. Additional responsibilities include developing and coordinating an institutional research and assessment program. Application, curriculum vitae, and names of three references by Feb. 15, 1992 to Dr. Christine Allegretti, Chair. Department of Psychology, Queens College, Charlotte, NC 28274.

Sociology: Tenure-track assistant professor. Ph.D. and teaching experience required. We seek a generalist who can teach, among uther courses, social theory, gender, research methods, and urban sociology as well as participate in the integrated core curriculum. Letter of application, curriculum vitae, and three letters of recommendation to Dr. Robert Ridel, Chair, Department of Sociology, Queens College, Charlotte, NC 28274.

Accounting: The School of Business at Emporia State University seaks to fill a nine-month, tease-stack accounting position available August, 192, at the rank of Assistant/Associate Professor. Responsibilities include teaching undergraduate/araduste courses in accounting information systems and/or Cost/Managetial Accounting are especially excounting to a recommodate other accounting leaching interests for a sufficiently flexible to accommodate other accounting leaching interests for sidon is sufficiently flexible to accommodate other accomming Leaching Interests for thuse well-qualified. ESU has 225 accounting majors. A Pt.D. in accounting majors. A Pt.D. in accounting or a 1910A is desirable. Thuse noar the completion of the doctorate will be considered. Certifications and demonstrated potential for scholarly accentanced are doctrained. Screening will be gin February 15, 1992 and continue until position is filled. Sent vita, along with the names, addresses, and telephone quambers of at least three roferences to John Rich, Ph.D., Chair, Division of Accounting and Computer information Systems, Emporia State University. Emporia, Kansas 66801-5087. ESU is an Affirmative Action, Equal Opportunity Employer. We encouraged applications from members of protected classes.

Accounting feature track position in Accounting heginning Fall, 1992. Applicant should have teaching and professional accounting experience with certification (CPA or CMA). Applicant should be presented to teach a full range of accounting courses incheding, but not limited to, auditing. Teaching experience strongly preferred. MSC is an insultation of 6,000 students with emphasis on high quality teaching to undergradinate students. Ph.D. or D.B.A. in Business Administration is required, but ABD with firm completion date may be considered. The rank is open and the salary is competitive with AACSB member insultations with similar enrollment and emphasis. Send resume with names, addresses, and telephone numbers of at least three references to James M. Gray, Dean, School of Business Administration, Missouri Southern State College, Joydin, Missouri Southern State College, Joydin, Missouri Southern State College, Joydin, Missouri profications is February 15, 1992, but position will remain open until Mid-d MSCC it as Affrentian Action.

Accounting Senior Internal Auditor positions—Louisiana State University Medical
Center. The Louisiana State University
Medical Conter invites applications and
nominations for two Senior Internal Auditor
positions. The Senior Internal Auditor
will perform or assist in the performance of
financial analor operational audits at the
Medical Centers in New Orleans and
Shroveport, all associated clinics, internedusires and group practices as assigned by
the Director of Internal Audits or the Vice
Chancellor for Admidistration und Finsings. Candidates must possess a Bachefor a degree in Accounting, Business Administration, or a rolated field and be a Certified Internal Auditor and/or Certified
Public Accountant, with a minimum of four
years in inversal auditing, public accounting or financial accounting. Desired qualifications lociude a Master's degree in Accounting, Business Administration, or related field: supervisory experience; health
care and/or university nuclaing experience
in proparing or assistance in the preparation of reports to management; and conducting or participaling in conferences with
management. Salary is commensurate with docting or participaling in conferences with management. Salary is commensurate with experience for both positions. The LSU Medical Center is a state-supported academic bealth center with teaching, research and public service programs in allied heath professions, dentistry, basic biomedical sciences, medicine and nursing. The total current lunds expenditures for FV 91 was over \$300 million. Applications should be sent no later than March 15, 1992 to: Romeis Smith, Vice Chancellor for Administration and Finance, Louisians State University Medical Center. 433 Bolivar Street, New Orleans, Louisians 70112. LSUMC is an IEEO/AA employer.

Accounting/finance: Business Faculty Va-cancy. Saint Francia College, Loretto, Pennsylvania 19940. Tenure-track assistant or associate professor to teach accounting courses in addition to manascrial finance. The College anticipates the vacancy in its Business Department for the 1992-1993 as-ademic year. (Businessing and experience in college tenching and/or business; a CPA or CMA is a plus. Terminal degree proferred. Saint Prancis College, founded in 1847, is a

HURON UNIVERSITY

Huren University is a private, independent conducational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD, Stoux Falls, SD, and London, England.

Responsibility: The Campus Dean will serve as the chief academic officer for Huron University's Branch Campus in Tokyo It is anticipated that the Tokyo Branch Campus will open in 1992

Starting Date: The preferred starting date is March 1, 1992 Qualifications: Earned doctorate from an accredited university, minimum of 5 years of progressively responsible administrative experience in higher education, Experience in international education, fluency in Japanese is highly desirable, excellent interpersonal stells.

DIRECTOR, ESL PROGRAM Tokyo, Japan Branch Cempus

Responsibility: The Director of the ESL Program will be responsible for directing the ESL Program at Human University's anticipated Tokyo Branch Campus which will open in 1992 Starting Date: The preferred starting date is April 1, 1992.

Qualifications: Mester's degree in TESL or Applied Linguistics; minimum of 2 years' teaching in ESL, fluency in Japanese is highly degrable. Application: Nominations and applications for both positions must include the following Letter of application, resume: names and addresses of 5 references

Compensation for both positions impludes A competitive salary, lumished housing, transportation to and from Japan for employee and up to three depandents, and commuting expenses. Both positions will receive standard university benefits. All materials should be received no later than February 1, 1992. Applications and nomina-tions should be addressed to Dr. R. John Reynolde, President, Huron University, 333 9th Street SW, Huron, SD 67350.

Huron University provides equal employment opportunity to all persons qualified by academic preparation, experience, and ability without discrimination based on race, creed/religion, color, sex, age, national origin, or handicap.

The University of the West Indies PROGRAMME CO-ORDINATOR OFFICE OF ACADEMIC AFFAIRS

Applications are invited for the post of Programme Co-ordinator, Office of Academic Affeirs, located at the Cave Itili Cumpus. Under the direction of the Pro-Vice-Chancullor Academic Affeirs, the person appointed will play a catalytic role in stimulating roview of politics, programmes and procedures rolevant to the enhancement of scarlendic programmes; promotion of staff development opportunities, strongthening and expension of postgraduels training and research programmes, coordinating activities related to the establishment of the UWI Pross. Herste will be expected to assist with servicing of University Hourds and Committees under the chairmenship of the PVC Academic Affeirs. Candidates should have a postgraduate degree in education and the chairmenship of the PVC Academic Affeirs.

Candidates should have a postgraduate degree in education, public administration or social sciences, good communication skills and at loast five [5] years' experience, preferably at an educational institution. The appointment will be for three [3] years in the first instance, and will be at the lovel of Senior Assistant Registrar. Duties to be assumed no later than 1 March 1992.

later than a waren 1994.

Please send applications (three copies) with names and addresses of three (3) referees to: The University Registrar, Atin: Assistant Registrar (Centre), The University of the West Indies, Mona, Kingston 7, Jamaica, West Indies, from whom dotails on salary and further particulars of the post are available. Closing date for applications: 31 January 1902.

University of Rochester **ASSISTANT PROFESSOR POSITIONS**

The University of Rochester, Graduate Bohool of Education and Human Davelopment, invites applications for two tenure-track positions at the rank of Assistant Professor.

Educational Administration: Applicants familiar with educational orga-Educational Administration: Applicants (amiliar with educational orga-nizations are sought and must demonstrate research, teaching and service interests in (a) the study of educational organizations from the perspective of interpersonal dynamics and (b) different causal-explan-atory decision-making models, e.g., rational choics, exchange theory. Teaching of English & A Second Language (TESOL): Teaching in TE-SOL methods and second language acquisition theory, supervising stu-dent teachers, and teaching two additions courses in an area of inter-set, such as multicultural education, urban aducation, foundations of blingual education, student assessment and evaluation, psychology of language learning, and psychologuistics.

Send letter of interest, curriculum vites, at lesst three letters of reference, and semple publications to Professor Tyll van Geel (Educa-position), Graduate School of Education and Hurnan Development, University of Pachester, Lettimore Half, Rochester, New York 14827, portunity Employer.

Catholic, coeducational liberal arts college of 1600 students sponsored by the Franciscans of the Third Order Regular, Accredited by the Middle States Association of Colleges and Schools, Saint Francis Colleges and Schools, Saint Francis offers associate, bacholor's, and mater's de-Collegas and Schools, Saint Francia offers as sociate, bacchoor, and master's degrees, all with a strong theral arts core. Students rurnue undergraduate degrees in the humanities, natural and social sciences, education, allied health, and business. The business administration department enrolls over 300 full-line business majors, has a sirrige adult-evening program, and offers an MBA degree. Saint Francis College is located in the beaultiful Alleshroy Mountains of west-central Feonosylvatin new Alticonn and Johnstown. The campus is two history from Pittsburgh and three bours from Washington, D.C. Abelications: Saint Francis is interested in applications: Saint Francis is interested in applications and summanulation of the saint summanulation of these references to Chair, Boilness Additions of the saint summanulations and of these references to Chair, Boilness Additions and the saint saint summanulations and saint summanulations of these references to Chair, Boilness Additional saint s

Administration/Deam; Dean of Administration, The Dean of Administration is the chief financial officer of the college. Sine is responsible for the planning, organization, and evaluation of all financial task administration, and evaluation of all financial task administration; and evaluation of all financial task and administration; instrumes services including finance, budgeting, lobust operations and administration, instrumes services, legal affairs, employee benefits, and auxiliery enterprises. Candidates should possess a master's degree, CAP preferred, and two islings to financial management. Applicants with equivalent experience will also be considered. Garrent Community College is located in a sconic rural four seasons resort community in the Allegany mountains of western Maryland. The college is a small public institution emplayed of GCC's learning must supportive of GCC's learning mission, subject to finding, Mail application, confus of transcripts, and at least three letters of reference to the Office of the President of arrent Community College, P. O. Box 151, McHeury, Maryland List, Applications must be postmarked by February 17, 1992. Gar-

Admissions: Indiana University at Kokomo, Director of Admissions. The Kokomo Director of Admissions. The Kokomo campus of Indiana University IIUK i seeka qualified candidates for the position to Unrector of Admissions. The position is supported by two full-time secretarial admissions specialists and reports directly to the Vice-Chancellor of Student Services. The Kokomo campus has experienced steady growth in the last five years, with new admits increasing 2/2 annually. Total IU carollionat was 1,386 full- and part-time students in the Fall 1991 sentester. All students are commuters and a large percent.

reit Community College is an E.EO/AA employer. Applications from women and minorities are encouraged.

Admissions: Director of Admissions, Sheldon Jackson College, Sirka, Alaska, Sheldon Jackson Cullege is a church related multicultural college of the liberal aris und delences located on the shores of the north Pacific Ocean in beautiful Southeast Alaska. Currently, 340, students egiodic in six



OPENINGS FOR ESL/EFL INSTRUCTORS

THE INSTITUTE OF PUBLIC ADMINISTRATION SAUDI ARABIA

The LPA, a government-sponsored institution for administrative devicement, is based in Riyach and has branches in Jeddah and Darman After locations offer substantial English language programs with a variety of its sive and semi-intensive courses in General English and English for Spacifying Symposium of the Course of Course of Riyach. Write mas postured in Symposium and successing body words in Sentensian and successing body words in Sentensian and successing body. for men and women begin yearly in September, applications are con-

MINIMUM QUALIFICATIONS: A litst degree in English with 3 year TEFL experience; Or an MA in Ti-FI/Applied Linguistics, with appropria teaching experience preferred. Experience in teaching ESP, curriculum deal opinient, and programming for computer-assisted language learning would be welcome.

wecome.

ONTRACT: One year, renewable, with an excellent monthly allaytes mensurate with experience. Salaries start at 6,620 Saudi Riyals (\$1,765, is cluding a monthly transport allowance). Up to 9 increments of \$25 Saudi Riyals (\$140) monthly are added for each credited year of EFLESL eggs.

BENEFITS: Include an annual increment, annual round-trip tickes by the instructor and family, rent-free accommodation, 45 days' paid vactor plusocal holidays, education benefits, free medical care and an end-of-sector. Applicants should send a covering letter, a curriculum vitae and photos-les of degrees, diplomas, certificates of experience, letters of reference or testimonials and other supporting documents to:

The Director, English Language Center Institute of Public Administration RIYADH 11141, SAUDI ARABIA Telephone (1) 476-7607 FAX (1) 479-2136

Applications are invited for the post of Drest of Special Collections to be appointed from his

The Director is a member of the setor nianagement team reporting to the Deste General of London Services, and is responsible the management of the Manuscripts, Music Mass Philatelic, Oriental and India Office collectors of The British Ubout

eferably have a

THE BRITISH LIBRARY The Director w.

good knowledge and high academic qualiforms Director of Special Collections the scholarly work of the Library. The Directors

kraifership to the professional community of have scould experience of management at a Mad level, and be expected to provide leadership and motivation to a farge team of specialist staff The Director will be expected to play and

part in the forward planning of The British Library's London Services, and in particular in the house British Library building at St Paneras.

stephone 0937 546341/546330 write to The Bright Library, Personal, Soits St. Wetherby, West Yarkshre LS22 78Q. UK Gloung date 7 February 1992

THE BRITISH LIBRARY IS AN

section Ocean in beaunful Southesst Alies as Currently. 400 students entud fin six specialized academic major fields of study. The Director of Admissions will be responsible for austrance encollment growth to 500 FTE through effective strategies of recuitment and majakeling. A velocite with an earned master's degree in Student Personnel Services or Marketing is preferred Barcalaureate degree required. Presential syndicial experience in admissions at a small liberal arts college is destrable. Manualliberal arts college is destrable manual fields and the student progressions of a successful germinent rotation.

Agiculare/Invironmental Studies: Direcigr, Division of Resource Manusement,
Wast Vindina University, College of Astrcome and Festive Resource Manusements one of five divisions in the College
ments one of five divisions in the College
and has approximately 25 faculty positions
in the areas of expertises: agricultural and
minomental technology, agricultural enterior and agricultural economics. Undermedical master's and doctoral properamage directly in the Director provides leaderthip to the Director provides and
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and a pointed for administration see requard. Experience in a land-grant university's preferred. The pointion is seatable
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BULLETIN BOARD: Positions available

UNIVERSITY OF GUAM

COLLEGE OF EDUCATION

ASSISTANT TO ASSOCIATE PROFESSOR

(FOUNDATIONS & EDUCATIONAL RESEARCH)
SEARCH CONTINUED

DUTIES: To teach graduate and undergraduate courses in the anticultural and/or technological foundations of education and principals in the development of a program of studies in computer education appropriate to the needs of Guarri and Micronesia

participals in the development of the property of the property

end in multicultural or cross-cultural settings, experience in computer and technological education.

The College of Education at the University of Guard is a dynamic redicipe with an enthusiastic faculty actively working with schools in Guard and Micronesis in research and technical assistance. The College offers everal degree programs, serving approximately 500 students. The students come from multicultural, multilingual environments in the Western Pacific and Asia as well as the maintaind United States. The teaching areas of the college are: Elementary, Secondary, Bilingual, Special Education, Early Childhood, Reading Education, Educations, Library Sciences and Counselling.

SALARY: Salary will be commensurate with quablications and experience televant to the position. The following salary figures are for

Limited travel and moving expenses provided, benefits including medical and life insurance, optional Government of Guam retirement

APPLICATION DEADLINE: Completed applications must be postmarked no later than February 29, 1992 to receive the full

consideration of the Committee.

Requests for official application forms, updated resumed or controller official graduate degree transcripts (sent directly from exaring institutions), and unofficial copies of undergraduate degrees, and names of retirees to be contacted should be sent to. Dr. Jose O Cruz CDE Search Committee, co-Personnel Services Division. University of Guarn, UOG Station, Manglao, Guarn 96923. For more information, call (671) 734-2432, 734-9109, or call Dr. John Rider toll free at 1,800,821,9233. FEO/AAE.

OCCIDENTAL

COLLEGE

Occidental College invites applications for the E. P. Chipp Distinguished Professorship in Politics. The professorship was established with a general endowment by Elizabeth McBride, Class of 1919.

and Norton Clupp, Class of 1927, in memory of their tather, a Pasadena physician and member of the Occidental Hound of Trustees for thirty-eight

It is expected that the appointee will have a distinguished record in the study of U.S. government/public policy. The incumbent's teaching, research and publications should locus on approaches to improving governmental institutions, processes, or policies, including pressures and influences from areas such as the media, immority and class issues, conflict processes, and feminist politics. Consideration for tenure will be negotial-

ed prior to appointment. The initial appointment will be for a one- to four-year period with renewal possible by mutual consent.

Applications are invited from persons both inside and outside the field of Political Science. The interests of candidates in policy or government institutions may involve U.S. domestic or foreign policies, the Executive, the courts, Congress, state and local governments, and/or pressures and influences on policymaking.

Occidental College is an EO/AA employer which encourages applica-tions from women and minority canalidates. A facility of 135 feaches 1,680 undergraduates and interacts frequently with the intellectual communities

unterparationes and interacts frequently with the interaction comminates contered at UCLA, USC, Cultech, the Rand Corporation and elsewhere in Southern California. Lacasted ten infinites from downtown Los Angeles addancqually short distance from Pasadena, the compassis close to a wide variety of cultural and intellectual resources.

Solary and rank will be commensurate with experience and qualifica-tions. The Search Committee will begin reviewing applications and non-pations from April 15, 1991. Please send a letter of application/monimation, a turnedium vitae and three letters of recommendation to

Prof. Larry T. Caldwell E. P. Clapp Search Committee Department of Politics Occidental College 1600 Campus Road Los Angeles, CA 90041

sponsibility for ediministrating and directions the Anthropological Studies Center contracts and grants program, including the Center's Cultural Resources Facility, the California Northeast Information Center, a Collection's Facility, Obordian Hydration Lab. An hazology and Ethiographic Lab, and Office of Intermetative and Dureach Services. Candidates must have a Ph 19 awarded before 1992, and qualify as a Pre-institute, and Hinternal Archaeologist according to criteria set by the Secretary of the Interior's Standards and Guidelines for Archaeology and Hattonical Reservation, or qualified by criteria set by the Society of Archaeologist and Hattonical Reservation, or qualified by criteria set by the Society of Professional Archaeologist for "beta Research," and in one of the following "Archaeologistal Administration, Anthropology Successful experiences in overall management or direction of several major, four term and complex archaeological and pelated investigators are also requirements, call 1707-664-2362 or fast 1707

Anhopologyi Anthropology and Socializari Peparanen, Kutziton University, has seable a difficienc, tenure track position for a skydied anthropologisal to begin Serializari per season of collega-level leaching experiments with a demonstratic competence in the state two of the following areas: turnan remines, forensics, medical anthropology, sensitionly, or primatology. The successfundates are perimeted to teach introducing courses in positical and cultural anthropology and one advanced course in the sensition of the following and the sensition of the sensition of the sensition decision and university committees. The conditions are also applications in April 1, 1972, Angilication and official copies of Katsonn University is an affilimative security of application and official copies of Katsonn University is an affilimative security.

Candidate is expected to leach lithography and intaglio in printmaking, and diawing or other foundations classes in a comprehensive art and design department. MFA in area required, a record of exhibition, and successful college teaching experience is preferred. Application deadline is March 16, 1992. Send letter of application, vita, transcripts, three recent letters of recommendation, and at less 10 sildes of personal wark, plux student work, or. Rex Dorecthy, Chair, Department of Art and Design, University of Wisconson 34481. AFA-EO employer. tion, equal opportunity employer and actively solicity applications by qualified minority candidates. Application materials should be sent to Allen Funger. Search Commutee, Department of Anthropology and Sociology. Autorious University. Kitetown, Pennsylvania 19530.

Anthropology: Department of Anthropology at Somma State University (Robnett Park, California) mystey application for a full-time, renure track position at Assistant or Assistant processing the processing part of the full time, the animal processing and half-time administration. Successful candidate will teach undergraduse and graduate courses in Archicology and Cultural Resources and Archicology and Cultural Resources in Archicology and Cultural Resources in the Archicology and Cultural Resources in the Archicology and Cultural Resources in the Archicological Studies Center to the Archicological Studies Center (contracts) and asianty mouram, including the Aris teacher in Ceramics/Sculpture. Full-time tenure track position to commence September 1997. Responsibilities include teaching 12 credit hours per semester and supervision of art department three-dimensional programs in Ceramics, Class, Iewelry, and Sculpture. Dutles include teaching, advising, and participation in the onusing business of the department, plus college/university committee work. A destrible background would include expertise in Hot Glass. The terminal degree (MPA) and evidence of strong stristic production are required College level teaching experience is preferred, Salary commensurate.

Arti Sculpior, State University of New York - Buffala. Assistanti Associate/Pull Professor. Fall, 1992. MFA or equivalent plus exhibitions record. Teach undergraduate and graduate courses, department/university responsibilities. Send letter, fessore, 20 sides, names/phore numbers of 3 references, self-addressed stamped envelope. Application deadline: March 15, 1992 or until filled. Anthony Paterson. SUNY Art Department, 2719 Main Strees. Buffalo, New York 14214.

DREW UNIVERSITY

RUSSIAN AREA STUDIES

Economics, History, or Sociology

Assistant Professor, tenure-track position, beginning Fall 1992. Appointment in Depart-ment of Economics, History, or

ment of Economics, History, or Sociology depending on spe-cialty with responsibilities also in Russian Area Studies Pro-gram. Teaching experience and cloar scholarly research in-terest in the economics, history, or sociology of Russia and the Soviet Union (Commonwealth of Independent States).

Responsibilities: teaching courses in Russian Area Studies specialty; some involvement in introductory Russian Area Studies course; other teaching in field (open); participation as a mamber of Russian Area Studies Committee in program development, and man-

gram development and man-agement; collaboration with other faculty on campus wide multi-cultural education. Sala-

ry competitive depending upon experience. Women and mi-

norities encouraged to apply. Sond vite and three letters of recommendation by February 28, 1992 to: Prof. Louis E. Bee-

28, 1992 to: Fron. Louis E. Bek koy, Director, Ruesian Studies, Drow University, Madison, NJ 07940; Phone (201) 408-3338; Fax (201) 408-3768. AA/EOE.

Art: Non-tenure track position. Doctorate prefetred, master's required. Successful teaching experience in public school and/or huther education needed. Teach introductory art, art education and fibre art courses, serve as academic advisor to majors and Archivist Instalan: See Federal Indicial Center position announcement listed under History in this vivie.

North Harris Montgomery Community College District is now accepting applications to fill anticipated new faculty positions. This is a unique opportunity for outstanding instructional leaders to continue their professional development and gain further recognition for their scholarship and teaching skills while working with NHMCCD's exceptional team of innovative faculty stars and administrative leaders.

NHMCCD comprises three colleges (North Harris, Kingwood and Tomball) located in a 751 square mile area in north Houston, Texas. A fourth college, Montgomery College, is scheduled to open in 1995. The District currently enrolls 18,000 credit and 30,000 community education students. NHMCCD is recognized for the quality of its educational program and is considered a leader in technological innovation.

Listed below are anticipated positions and qualifications of the ideal candidates. All positions are subject to budgetary approval by the NHMCCD Board of Trustees. Teaching assignments may include day, evening, and weekend classes. Junior/Community College teaching experience is desired.

All positions are nine-month contracts subject to renewal, unless otherwise specified. The positions listed below require a master's degree with 18 graduate hours in teaching discipline.

Accounting/Business/Economics Developmental Studies/English

History/Government **Mathematics** Physical Education Spanish/French

Positions with special requirements include:

Art-Must be qualified to teach art history, art appreciation, and studio classes. Experience in planning and presenting shows. Program builder and advocate for arts in the college and community.

Associate Degree Nursing-Must have current license to practice in Texas.

Child Care and Development-Associate degree in child care and development. or a relevant baccalaureate or graduate degree, and experience in the field.

Counseling-Previous counseling experience in a community college setting is preferred. (12 month)

Computer Information Systems-Minimum 3 years relevant experience in the computer industry in the PC environment. Master's degree in computer

Drafting-Experience in computer-assisted drafting (AutoCad and VersaCad); bachelor's degree in industrial or technical education; master's degree preferred.

Emergency Medical Service Technology-Bachelor's degree in health related field or education and certification to practice as an EMT-Paramedic, EMS-Instructor, and EMS-Examiner in Texas.

Librarian-MLS required; OPAC experience preferred, and in reference, circulation, end user or instruction, database searching, collection management. (12 month) Mathematics/Physics-Needs 18 graduate hours in both mathematics and physics.

Office Administration—Bachelor's degree in business relations field. Retention Specialist-Faculty rank position. Need community college counseling or teaching experience. (12 month)

Sociology/Psychology-Graduate degree in sociology and 18 hours in psychology or philosophy. Ability to teach statistics.

Speech/Drama-Experience in teaching forensics, drama, and public speaking. Program builder and advocate of arts in the college and community.

Veterinary Technology-Prefer candidates who also qualify to teach biology. Minimum of one year of practice and teaching experience desired.

Applications should include a cover letter describing how the applicant meets the qualifications of the position, a current résumé and the names, addresses and telephone numbers of five references. Send to:

> Personnel North Harris Montgomery Community College District 250 N. Sam Houston Parkway East Houston, Texas 77060

Formal screening of applicants will begin Feb. 17, 1992. Appointment to the faculty for the Fall 1992 term will be ratified by the NHMCCD Board of Trustees at their May 1992



The University of Texas at Ei Paso **COLLEGE OF EDUCATION**

Six Tenure-Track Positions

The second oldest institution in the University of Texas System, U.T. El Paso is the largest hispanic majority institution in the United States with 17,000

One of six colleges (plus a graduate school), the College of Education offers a variety of graduate programs and an undergraduate interdisciplinary studies degree program in the areas of teacher education, educational psychology and special services, educational feadership and foundations, and kinesiology and transcretizers.

READING EDUCATION: ASSISTANT PROFESSOR

Teach, advise, and engage in scholarship in developmental and remedial reading in elementarylmiddie or middle/secondary school (especially as related to reading education for persons whose primary language is not English). Collaborate with local schools and participate in field-based programs.

BILINGUAL EDUCATION: ASSISTANT PROFESSOR

Teach, advise, and engage in schularship in bilingual education and English as a second language, especially as related to education in the early grades Collaborate with local schools and participate in field-based programs. SCHOOL PSYCHOLOGY: ASSISTANT PROFESSOR
Teach, advise, and engage in scholarship in human development and assessment (especially as appropriate for identifying exceptional learners). Collaborate with local schools and participate in field-based programs.

COUNSELOR EDUCATION/COUNSELING PSYCHOLOGY: ASSISTANT OR ASSOCIATE PROFESSOR

Teach, advise, supervise, and engage in scholarship in school and community counseling, especially as related to practice appropriate in a multicultural

KINESIOLOGY/EXERCISE SCIENCE: ASSISTANT OR ASSOCIATE PROFESSOR

Teach, advise, and engage in scholarship in kinesiology/exercise science. Col-laborate with other departments/colleges and local agencies.

KINESIOLOGY/EXERCISE SCIENCE:
ASSOCIATE PROFESSOR/PROFESSOR (PROGRAM DIRECTOR)
Teach, advise, and engage in scholarship in kinesiology/exercise science. Provide leadership in upgrading facilities and in program development. Collaborate with other departments/colleges and with other agencies, including local schools.

Oualifications for each of these faculty positions include an earned doctorate in the respective field, or equivalent. [A degree in a specific area of exercise science—e.g., exercise physiology, motor development, blomechanics, sports psychology—is expected for the kinesiology positions). Other qualifications are practical experience in the field (3 years minimum in a public school for the reading, billingual and school psychology positions) (school setting experience preferred for counselor position); record/potential for scholarship, especially aimed at Improving professional practice; ability to work collaboratively with other professionals, including the public schools; and understanding/sensitivity for working in a multicultural setting. Prior administrative or related leadership experience required for Program Director position. Expertise in the use of technology preferred.

Date of Appointment: September 1, 1992.

Applications: Applicants should send a letter of application, current résumé, contact information for three references, and informal copy of transcript to:

Dr. Jon M. Engelnardt, Dean College of Education University of Texas at El Paso El Paso, Texas 79968-0569 (915) 747-5572

The University of Texas at El Paso is an Affirmative Action, Equal Opportunity Employer.

assist to program development. Solary ne-goliable, application, deadline March 13, 1992. Submit application, resume and 10 alides of own work to Personnet Services, Northeastern State University, Tahlequah, Oklahoma 74464. EOE/AA.

Art History: Art Historian, Rochester Instiute of Technology. Instructor or Assistant
Professor, tenure-track, beginning September, 1992. Salary and benefits competitive.
Specialist in European modernism to teach
lower division introductory visual arts
course as well as upper division and occaslonal graduate courses in area of specially.
Must be committed to undergraduate elucation; teaching caperience desirable.
Ph.D. (A.B.D. considered) or M. P.A. with
alrong background fa art history required.
Send letter of mynication, curricultur vities, and three letters of recommendation
that address teaching abilities. Application

Art/Painting: Tenure-track line. Assistant Professor to tench all levels of painting. In-letost in teaching 3-D courses desirable. MFA required, teaching and exhibition rewini quantications, Deadline: Pebruary 28, 1992. Materials should include: vila, 20 slides of recent work, 10 tildes of atudent work, 3 fellers of reference, letter of cuplication, official irraveripts, self-addressed stamped envelore. Send to Tom Rippon, Department of Art. University of Montina, Missoula, Montana 59812. Equal Employment Opportunity, Affirmative Action Employer.

Department of Art. University of Montina, Missoulia, Montana 59812. Equal Employment Opportunity. Affirmative Action Employer.

Athfedes: MacMurray College, a private United Methodist (Beral arts college, in vites applications for a tenure track position in the physical education department and wamen's athletics, Responsibilities include head women's baskethill coach including recruning. Probable courses: Physiology of Exercise, Secondary Physical Education Methods, Personal and Community Health, Health Fitness, and Adapted Physical Education. Experience with internutrial a riles. Minimum qualifications: for enempty of the fit of the productors of the productors of the fitness, and Adapted Physical Education. Experience with internutrial a riles. Minimum qualifications for Ennsylvania tecks to fill two full-time, tenure-track faculty positions in the Biotography of Exercise. Sand Jetter of application, vite, three letters of recommenda-

Automotive Technology: Instructor. MeHenry County College, a comprehensive
community college located in northern illinois, is seeking qualified applicants to fill
the roaltion of Automotive Technology instructor. Position will include louching and
coordinating responsibilities for the College's newly revised Automotive Program.
Mirimtum qualifications include courte related ASE certification and related work
experience. Educational qualifications
vary, interested candidates, please call the
Personnel Office for further details about
the position, qualifications and for applicant procedure: 815-455-8737, Employment date May 1, 1992. Application deadlife February 14, 1992. Women and minortiles are encouraged to apply.

Richardstructure.

ters of reference to: Prulessor John Villa-real, Chairman, Search Committee, Chem-istry Department, UT-Pan American, Edinburg, Texas 78539 before March 15, 1922. HEO/AA Employer. Federal Law re-quires compliance with the lumnigration Reform Control Act of 1985.

The University of Tennessee at Martin is one of four primary campuses of The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate enrollment of 5.494. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a struction.

Assistant Professors in a basic BSN Program. The Department of Nursing presently has opening for three Assistant Professors. Master's degree in Nursing required, prefer earned doctorate and BSN teaching experience. Preferred areas of specialty. Maternity, Pediatrics, Community Health, Nursing Administration or Adult Health. Rank and salary commensurate with responsibilities, qualifications, and experience. Fringe benefits, Must demonstrate clinical nursing and teaching ability, be eligible for licensure or RN in Tennessee, and be able to communicate effectively with students and peers. Application review to begin February 3, 1992, and continue until positions are filled Mail information listed below to: Search Committee Cheir, Department of Nursing.

Assistant Professor of Art. Tenure track appointment commencing Fall 1992. Art Education, 3-dimensional studio courses (sculpture, ceramics, 3-dimensional design, crafts, lewelry, etc.). M.F.A. preferred (possibly M.F.A. with a Ph.D. or Ed.D.) with K-12 teaching experience and graduate work and producing artist in 3-dimensional media. Previous college art teaching desirable. Eligible to teach art education methods, supervise student leachers, provide outreach to K-12 visual art programs, etc. Review of applications will begin February 15, and will continue until position is filled Mall information listed below to: Dr. Earl Norwood, Director, Division of Fine and Performing Arts, 102 Fine Arts Building.

Assistant Professor of Music and Assistant Director of Bands. Tenmonth academic year, tenure track appointment commencing Fall, 1992. Tenching area—Woodwinds. Doctorate preferred. Studio specialty in woodwinds (clerinet preferred) and successful experience as a band director. Additional qualification in music theory destrable. Teach studio woodwinds and assist the Director of Bands in all phases of the band program. Review of applications will begin February 15, 1992, and will continue until position is filled. Mail Information listed below to: Dr. John Dougherty, Chairman, Department of Music, 232 Fine Arts Building.

Interested candidates should send letter of application, résumé, and the names, position titles, and addresses of three references to: Each Individual department listed, The University of Tennessee at Martin, Martin, TN 38238. The University of Tennessee at Martin is an Affirmative Action, Equal Opportunity Employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

EEO/AA/TITLE IX/SECTION 504/ADA EMPLOYER

LIBRARY SCIENCE EDUCATION (School Librarianship, K-12) SEARCH EXTENDED

Faculty position in single purpose Library Science program lending to M.L.S. degree and certification in School (K-12) Librarianship, M.L.S. degree and doctorate required. Doctorate in Library Science preferred. Applicants with doctoral degree in allied education field will be considered. Rank and sulary commensurate with experience. Applicant must have experience working in a school (K-12) media center/library. Applicant should be qualified and willing to teach core library science courses and supervise interns. Send resume, all graduate transcripts and three letters of reference postmarked by February 29, 1992, 10 Dr. LINDA VELTZE, SEARCH COMMITTEE, LIBRARY SCIENCE, REICH COLLEGE OF EDUCATION, APPALACHIAN STATE UNIVERSITY, BOONE, NORTH CAROLINA 28608, Appalachian is an equal opportunity employer and a campus of the University of North Carolina system.

Professor of Video 9-Month Salary: \$33,000

The Savannah College of Art and Design seeks applicants for a full-time faculty position in an expanding video department, beginning September 1992. The College offers BFA and MFA degrees in video and other visual arts majors. Applicants must have experience in all aspects of video production and must possess a Master's degree. Preference will be given to candidates with teaching experience and professional experience. Women and minorities are encouraged to apply. Send cover later, resumé, and reel of résumé tape listing specific responsibilities to: Search Committee, SCAD, P. O. Box 3146. Savannah, Georgia 31402. AA/EOE.

blofogy: Gardner-Webb College is seeking a Ph.D. in biology to teach microbiology and genetics. Successful candidate must hold a current secondary teaching certificate and will serve as advisor to biology majors seeking teacher certification. Other duties may include coordination of special biology leisoratories; teaching seneral biology leisoratories; teaching as linken between Department of Education, Send curriculum vitac and arrange to have three leitens of evaluation and transcripts of all college work so later than Perbuary 20 all college more than the secondary vitac and salary negotiable. Gardner-Webb College is supported by the Bapthy State Convention of North Carolina and entities a present who serticipate in and wholebeartedly support the Opt.

Persuanel Office for further details about the position, qualifications and for applicant procedure: 815-455-8737. Employment date May 1, 1992. Application described in the February 14, 1992. Women and minorialities are encumaged to apply.

Blochemistry: The Department of Chemistry of University of Teves-Pan American invites applications for a tenure track Assistant Professor appointment beginning September 1, 1992, subject to final badge Lary approval. The selected candidate will be expected to leach Blochemistry, lecture and lab, and General Chemistry with labouries to a total of 15 contact board and professor invites a total of 15 contact board for the properties of recommendations are caused to be submilled to be submilled to Human Relational income through Subtraction of reference to Professor for Village of Professor of Professor in Village of the Subtraction of the Su

uate work to: Julin Tjustern, Head, Department of Biology, Luther College, Decorals, 1080, An AA/EFO employer

Richman Holland, and physiciany for alled test include teaching an upperdusia course in physiciany for alled test from the course of the course of the course of the course considers a studenty, and other courses considers and candidate's qualifications as well at depth.

BULLETIN BOARD: Positions available

Golden Gate University San Francisco Tenure Track Faculty Position Department of Management

Golden Gate University Invites applications for a new full-time, tenure track faculty position beginning with the 1992-93 academic year.

Will develop curriculum, evaluate and teach eight undergraduate and graduate courses for two of the three semeesters offered annually by the University. This position is based in San Francisco, but applicant should be able to teach at several Bay Area loca-

Qualifications include: Demonstrated teaching ex perience in strategic management and university level teaching. An earned doctorate and industry experience at the policy-making level is strongly preferred; MBA degree in addition to an earned doctor ate is preferred. Position will carry the academic rank of Assistant or Associate Professor depending on

Starting salary ranges: \$40,000-\$55,000/year. Closing date: March 15, 1992

Full consideration will be given to all applications received by closing date. However, the position will remain open until filled.

Please send letter of application & curriculum vitaeto H. Barnes

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Personnel Department Golden Gate University 536 Mission Street San Francisco, CA 94105 An Equal Opportunity Employer

CHAIRPERSON

Department of Electrical Engineering UNIVERSITY OF MARYLAND AT COLLEGE PARK

Applications and nominations are limited for the position of Profesorad Chaliperson of the Department of Electrical Engineering. Candidates should have an earned that totate in electrical engineering or a closely related felt strong feadership ability, a proven research record, and a commitment is electrical engineering education.

The Electrical Engineering Department consists of 60 faculty at the Colog Park Compus and it faculty at the neighboring Baltimore County compile for faculty include 28 Fellows of the Bell and Ars, and 9 Pris. Annual degree production overall is about 250 Bs. 100 Ms. and 30 Prib's Lax year. the production overall is about 250 Bs. 100 Ms. and 30 Prib's Lax year. the pred research exceeded \$13M, in areas such as circuits, commit sponsored research exceeded 51 ma, in areas social activations, computers, constraints, electrophysics, and nacroelectronics Applications and nominations should be sent to

Dr Patenk I Cerenti Chair, Search Committee
Department of Mechanical Engineering
College Park, MD 20742

Applications received prior to Feb. 21, 1992 will receive first consideration THE UNIVERSITY OF MARYLAND IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Biology: Biology/Integrated Studies, Courdinator, Integrated Studies, Program, Avaisation for possibly Associated Program, Avaisation for possibly Associated Professor, renewable, ten months, not tenure eligible. The Integrated Studies Program is a condinated attailes program of 4-5 courses of fered to first year students for one or two semisters. The econdinator should be interested in the integration of natural sciences. Duties include teaching, creative increased in the integration of natural student recruitment, and particulation in weekly faculty seminate. Ph.D. redurred in the biological science. Strong, documented interest and background in undergradionate teaching. Salary commensuate with background and experience. Lefters of implication should be received by Morch I. 1992. They should be sent to Professors Certaid Lawrence and Patricas Santorn, flow 5012. Unitersity of North Dakota, Grand Forks, North Dakota S202. UNID is on equal opportunity, affirmative action institution.

Blology: Assistant or Associate Professor of Bloboly stating August 15, 1992, tenine track, post-doctoral experience desired Position requires essenth experience in plant membrane-related functions. Candidate man develop a nationally competitive research program. Competitive statistics package available. Appointed will track and advise undergraduate and sit-aluste students (MA and Ph.D.). Submit a vita, copies of transcripts, interment of research program, and three letters of recommendation to: Search, Bloboly Department, University of South Dakota, Vermillon, South Dakoja 5705-72390. (605) 677-5211. Screening begins March 1. Equal Opportunity. Affirmative Action Englaver; applications specifically invited from women and minorities.

stidents, and other courses well a new priving an on-going research program mobing undergraduales. Positions may ladd off-campins teaching. Rank, and stay off-campins teaching. Rank, and stay off-campins teaching. Rank, and stay off-campins teaching. Rank and expense. Ph D in one of the biological selector produced. Send letter of application undergradied in the stay of four references with addesset allowing from whome terms also their modern the teaching and research interests, research phone unimbers from whom letters also their Mulecular Blology Search of Physics Six Services. Affirmative Action Office, in the stay of t

Broadcasting: Assistant Professor (feart eligible). Anticipated position in Bus-custume Teach course in electronic medi-nets withing, history and other seas of media studies thew technologie, effect, Conduct schooling.

COLLEGE MISERICORDIA Lake Street **Dallas, PA 18612**

College Misericordia has the following FACUETY POSETIONS available to fall, 1992:

BIGI.CREY - (How 110)
Two lenure track positions at assistant/associate rank. Ph.D. with teaching experience preferred for both positions. (Active ABD candidates all be considered.) One position requires strongth in human amateurs to develop carriculum and lab facilities for Human Anatomy course with serving students in a basic Master's program in Physical Therapy. One position requires strongth in developmental biology, embryology, and microbiology.

Tenure track position at assistant/associate rank, Ph.D. in Special Education or related field. (Active ABD candidates will be considered.) Experience in regular education and college teaching preferred. Opportually to teach in graduate program is also available. EDUCATION - (Box 111)

FINE ARTS - (Box 115)

Tenure track position at assistant/associate rank for teaching in nonsejercore curriculum program. Doctorate degree in Music or Fine Arts
sequend (Active ABD candidates will be considered.) Condidates will
tash cross disciplinary courses in Fine Arts and give leadership to
some of the other cultural and fine arts offerings, spensored by the
tallegs, e.g., community chorus, madrigal, cultural events management,
of the other cultural and security of the college of the other cultural events. FINE ARTS - (Box 115)

MATHEMATICS - (Box 113) Teams track position at assistant/associate rank. Ph.D. with teaching experience preferred. (Active ABD candidates will be considered.) Candidates will be joining a faculty which is committed to implementing compater based, collaborative teaching/learning methodology. The successful candidate will teach introductory courses, as well as upper level courses such as Abstract Algebra, and Analysis.

PSYCHOLOGY - (Box 114) Tenue track position at assistant/associate rank. Ph.D. required; college level teaching experience preferred. Candidates, who should have experted cognition/sensation, will join a faculty which is implementing petterin cognition/sensation, will join a faculty which is impromeuring a new Psychology major. Some introductory courses are included as part of the teaching assignment.

Applications for the above positions, while h should me lude three relections, should be forwarded no later than February 15 in Callego Misoricade, Attention: Pamola Parsnik - Personnel Director, Identify (Box Number) for appropriate position. Women and minority candidates are particularly encouraged to apply.

TRENTON STATE COLLEGE



ASSISTANT PROFESSOR DEPARTMENT OF PHILOSOPHY & RELIGION

Renure-track Assistant Professor position, beginning Fall 1992. Ph.D. inhand by June 1992. AOS; open, but with preference for philosophy of science and/or history of analytic philosophy and/or philosophy of lawand/or ethical theory. The department is seeking someone with rongresearch interests, outstanding teaching ability, and a record of success in attracting superior students to the major. Courses to be laughtmy include introduction to Logic, Contemporary Moral Issues, and one or more sections of an interdisciplinary humanities seminar ranew core curriculum, and will probably include one upper division ourse in an AOS of the instructor. The college is a highly selective institution located on an attractive 250 acre suburban campus eight miles from Princeton and about an hour from New York City and Philadelphia. Applicants should arrange for submission of: a c.v., sample of written work, at least three letters regarding research abilities, evidence of excellence in the teaching of both lower-level and upper-level courses and of success in attracting superior students to the major. Applications should be sent to: Professor Alian Gotthelf, Chair, Department of Philosophy and Religion, Trenton State College. Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700. Applications will be accepted until the position is filled. To enrich education through diversity, TSC is an AA/EOE employer.

bedress Administration: Quantitative Bussess Administ. Faculty position for evening MA program. Responsibilities include tacking courses in Quantitative Methods, shausteness in Quantitative Methods, shausteness information. Systems, and Computer Science. The position requires a p.d. and/or DBA with related course empless. Successful teaching experience at the MBA level is received. Professional business experience is denimable. Palm Buchs advantage of the programment of a faith-related, must give a programment of the references to Dr. Joe J. Earway. Jr. Director of the MBA Program, Palm Beach, Mannic College, R. Poor and P. School of Bussess, P.O. Responsables, School of Bussess, P.O. Responsables.

habes Administration: Management Resilip position for evening MBA prostan Responsibilities include teaching comes in Organizational Behavior. However, the prostant requires a property of the property of the Management. The position requires a property of the Management. The position requires a property of the Management. The position requires a property of the Management of Managem

tions teaching undergraduate and graduate convex in such fields as management, marketing, and economics. Successful college or university teaching experience required, with Ph.D. or D.B.A. completed or absured Junaisial conjunt may be available for completing of degree. Issuing Fux College is related to the exangelical Friends Charts, and seeks faculty who necessimited to the Christian fault and its values. Send letter of application, returned and the latenance of dispres refrigences by March 1, 1992, in Lee Plant Vice Pricitant for the Academic Affairs, George Lux College, Newberg, Chegori 97132.

Business Administration / Management: Haldwin-Wallace College has a territe track position in the Invision of Histories Administration beginning in September 1992. The autervalue candidate will have college level tenting expensione awith preference given to candidates with a declarate degree and have had substantial dimentic and international warragement expensions. Teaching responsibilities will include mostly graduate fevel courses with a sectional transmal meagement feathors. Candidates most be flexible and willing to teach complicational meagement feathors. Candidates most be flexible and willing to teach combination of day, evening, and as weekend. Buildent-Wallace College has a comprehensive college located in a subject of Clevelland, Orley The College has an emolineat of 2400 full-time students traducted and indergraduate). Send letters of application and returners to Professor Romald Februaria. Buildent willing College Meadone for applications as February 18. Baldwin Wallace Isan Africanian February 18. Baldwin Wallace Isan Africanian February 18. Baldwin Wallace Isan Africanian Equal Departmently Unophoper.



FACULTY POSITIONS GLASSBORO STATE COLLEGE Glassboro, New Jersey 08028

Classboro State College is now accepting applications for 27 full-time instructor/Assistant Professor tenure-line positions. All begin September 1, 1992. All positions are contingent upon budget appropriations.

Glassboro State College is a comprehensive institution with an enrollment of 5,400 full-time and 2,600 part-time under-graduate and 1,200 graduate students in four schools: Liberal Arts and Sciences, Fine and Performing Arts, Business and Education. It is located in southern New Jersey, 17 miles southeast of Philadelphia.

Inquiries should be directed to the individuals named below at Glassboro State College, Glassboro, NJ 08028. Applicants should provide a résumé, supportive materials and names, addresses, and telephone numbers of five people who may be contacted as references. Salaries are competitive. Deadline date for applications is March 15, 1992 unless otherwise

LIBERAL ARTS & SCIENCES

Preshman Writing: Teach College Composition. Developmental Writing. Advanced Writing. Communication Theory, and advise majors. Doctorate in Rhetoric/Communications program or English preferred. ABD will be considered. Syears in the program of English preferred. ABD will be considered. Syears program or English preferred. ABD will be considered. a years experience in teaching of college-level writing; significant publication and/or curriculum development experience. Contact: Mary Anne Palladino, Freshman Writing Search Committee Chair, Communications Department. Deadline: 3/31/92.

Journalism/Public Relations: Teach undergraduate courses in Journalism and Public Relations and graduate courses in Journalism.

corporate Public Relations or School Information Services. May serve as advisor to college newspaper or help coordinate grad-uate Public Relations program. Ph.D. in Mass Communications or related field preferred; ABD or substantial work toward Ph.D. considered. At least five years' experience in journalism or public relations and significant college-level leaching essen-ilal. Contact: Journalism/Public Relations Search Committee. Communications Department.

Communications repartment.

Radio/TV/Film: Teach in one or more of the following areas:
Media History. Advanced Radio/TV/Film Production, Radio/TV/
Film Law and Regulation, Radio/TV/Film Writing, or Radio/TV/
Film Marketing and Promotion. Ph.D., Ed.D., or MFA in Radio/
TV/Film, Mass Communications, or related field. Ma with significant particular and promotion. inflicant experience considered. Must have college teaching experience, involvement in Radio/TV/Film Industry and/or scholarly research. Contact: Radio/TV/Film Search Committee, Com-

Computer Science: Two positions to teach lower and upper level Computer Science courses. Special consideration will be given to applicants who specialize in data base management given to applicants with specialized in call and a systems, computer hardware, data communications, networks or software engineering, though applicants from all areas of or software engineering, intough application from the computer science are encouraged to apply. Ph.D. in Computer Science or a closely related field preferred. ABD will be considered. Good interpersonal communication skills are necessary. Contact: Hiring Committee. Computer Science Department. Contact: Hiring Commutee. Computer Science Department.
English: Teach upper and lower division courses. Specialist in
American Literature—Beginnings to 1855 with emphasis on
Renalssance: secondary interest in contemporary American
Literature and World Literature. Ph.D. by June 1, 1992 required. Candidates must demonstrate teaching excellence,
scholarly promise, and loadership potential. Familiarity with
contemporary critical theories a plus. Contact: Dr. Nathan
Carb., Chalipurson, Department of English.
Foreign Languages & Literatures: Teach all levels of

Foreign Languages & Literatures: Teach all levels of courses in French language, literature and culture, and German language and culture. Ph.D. in the appropriate field required. Contact: Dr. Erika Freiberger, Chaliperson, Department of Foreign Languages and Literatures.

Modern Middle East: Teach and create new upper division modern Middle East Illatory Since 1453 as well as surveys in clither World History or Western Civilization. Ph.D. In the appropriate fields of history required. Contact: Dr. Robert Hewsen, Middle East Search Committee, Department of History. East Astan History: Teach and create new upper division courses in Modern China and Japan as well as surveys in either World History or Western Civilization. Ph.D. In the appropriate fields of history required. Contact: Dr. Oary Hunter, East Asian Search Committee, Department of History. Early Modern Europea Teach upper division courses in Medieval. Renaissance and Reformation, and Women in European History, as well as surveys in Western Civilization. Ph.D. in the appropriate flettis of history required. Contact: Dr. David Applebaum, European History Search Committee, Department of History.

History. American History: Teach courses in upper division courses in American mistory: Teach Courses in upper division courses in U.S. Social History and Women in American History, as well as surveys in U.S. History. Ph.D. in the appropriate fields of history are required. Confact: Lee Bruce Kress, American History Search Committee, Department of History.

Search Committee, Department of History.

Mathematics: Teach upper division courses and Business Statistics courses plus lower division service courses. Doctorate in an appropriate field required. Candidate must demonstrate mathematical ability and an ability to communicate mathematics clearly and effectively to undergraduate students, Contact: Dr. Gary Itzkowitz, Chairperson, Department of Mathematics. Deadline: 4/10/92.

Physical Sciences, Physics: Teach undergraduate physics at l levels and general education science courses such as astronomy or earth science. Ph.D. in Physics or related field re-quired. Candidates must possess outstanding communication skills. Contact: Dr. Charles Schultz. Chairperson, Department

Psychology
Clinical or Counseling Psychologist: Teach Abnormal Psychology, drug/alcohol abuse classes and other courses in the curriculum, such as General Psychology. Clinical or Counseling Psychologist from APA-approved program with Ph. D. Candidate must supply evidence of teaching effectiveness. An active research program is preferred. Confact: Dr. Eleanor Gaer, Clinical or Counseling Psychologist Search Committee, Department of Psychology.
Lifespan Developmental Psychologist: Teach Child, Adolescent, Adult Psychology and other courses in the curriculum, such as General Psychology. Ph.D. in Psychology preferred. ABD considered. Candidate must supply evidence of teaching effectiveness. An active research program is preferred. Contact: Dr. Eleanor Gaer, Lifespan Developmental Psychologist Search Committee, Department of Psychology.

Sociology

Search Committee, Department of Psychology.

Sociology
Sociological Practice: Develop and teach undergraduate courses in sociological practice and other areas in sociology. Ph. D. required. Candidate must demonstrate teaching effectiveness. Contact: Dr. Piora Young, Sociological Practice Search Committee, Department of Sociology.

Sociological Theory: Teach undergraduate courses in sociological theory, other areas of specialization, and introductory level courses. Academic responsibilities will be shared heliween the Camden Campus and the Glassboro Campus. Ph.D. required. Candidate must demonstrate teaching effectiveness. Contact: Dr. Flora Young, Sociological Theory Search Committee, Department of Sociology.

Elementary/Early Childhood Education: (3 positions) Teach undergraduate and/or graduate courses in Elementary Education teacher preparation program. Supervise practicum students, student teachers, and teaching interns. Doctorate in education or related field. Elementary school teaching certification and experience. Expertise in one or more of the following: mail:, science, computers, tests and measurements, multicultura/urban, language arts, early childhood. Contact: Dr. Carl Calliari, Chair, Elementary Education. Deadline: 3/1/92.

Secondary Education
Science Education: Teach Curriculum and Methods in the area of Science Education, with an emphasis on integrating the computer into the curriculum and supervising student teachers. Doctorate and certification in the field of Science Educations.

ers. Doctorate and certification in the field of Science Education required; secondary school teaching experience. Contact: Dr. Jody Biohm, Secondary Education/Science Education Search Committee. Deadline: 3/1/02.
Library Education (School and Public Librarianship). Teach graduate courses in the School and Public Librarianship Program Organization of Library Materials and Library Administration. Bibliography and Reference, Calaloging): supervision of Library Media practicum students and advising in the graticate program. Doctorate and certification in the field of Library Science/Media Education required. Contact: Frank Ocodicilow, Secondary Education/Library Education Search Committee. Deadline: 3/1/92.

Secondary Coucation/English Instruction: Teach graduate courses in Curriculum and Instruction and undergraduate courses in Curriculum and Methods in the areas of graduate courses in Curriculum and Methods in the areas of graduate courses in Curriculum and Methods in the areas of graduate courses in Curriculum and Methods on the areas of graduate courses in Curriculum and Methods on publicular areas of the course of the graduate courses in Curriculum and Methods in the areas of English and Language Aris, with an emphasis on writing across the curriculum and supervising student teachers. Doctorate and certification in either the field of Curriculum and instruc-tion or English Education required: secondary school teaching experience. Contact: Dr. Brenda Benson-Burrell, Secondary Education Curriculum and Instruction/English Education Search Committee. Deadline: 3/1/92.

Health Education: Teach introductory and advanced level un-Health Education: Teach introductory and advanced level undergraduate courses in health education; assist in the coordination of the health education and wellness programs, supervise junior and senior field experiences in health and physical education: leadership in a substance abuse certificate program, Doctorate in health Education or Health with an emphasis in health education and/or school health services required. An undergraduate or master's degree in Health and Physical Education would be desirable. Teaching experience in public private schools; leaching experience college-level preferred. Contact: Dr. Mary Putman, Department of Health and Physical Education. Deadline: 3/1/92.

fine & Performing Arts Art - Graphic Design and Hiustrations (2 positions). Teach at all levels of Graphic Design and Hiustration and advise students. MfA required: candidate must present a portfolio with evidence of professional graphic design and illustration experience. Must possess relevant computer skills. Demonstrated competence in college teaching desirable. Contact: Dr. George Neff, Chair, Art Department. Deadline: 4/15/92.

BUSINESS ADMINISTRATION Accountings Teach financial/managerial accounting courses at the undergraduate and graduate levels. Ph.D. required. Will consider ABD with early completion date. CPA or other professional certification highly recommended. Contact: Dr. Robert Flemming, Acting Dean, School of Business Administration. Deadline: 3/1/92.

try instructors. MCC, Bradeaton Campus, is located in Bradenton, Florida, 30 miles south of Tampa and \$1. Petersbure: 10 miles north of Saratota. Chemistry Instructors. Two 12) tenure track, positions available Will teach a variety of freshman/sophorace courses including organic, general, introductory, liberal aris chemistry, chemistry for the health sciences, and general physical science. Laboratories associated with these courses are part of the teaching and these courses are part of the teaching and the confinator for several course, including at least one laboratory course, including at least one laboratory course, Chalifications: Master's degree in chemistry with strong betaground sufficient to

f ach a variety of courses and labs in chem-istry including organic chemistry. Demon-strated ability to teach and coordinate all the activities related to the associated lab-oratories. Educational philosophy that is consistent with the community college and departmental mission. Preference will be given to demonstrated currency in the flat of organic chemistry, background is instru-mentation and computer added instruction. Application Procedure: Send letter of in-rest to the Office of Human Resources, Post Office Box 1849, Brandenton, Florida M206 by February 12, 1992, Respondents will receive an MCC application to be re-turned to the Office of Human Resources

Chemistry: Western Michigan University seeks applications for a tenure track assistant professor position in chemistry for fall 1997, perding budgetary approval. Position requires a Ph.D. degree in chemistry, or evidence of imminent award, with experitse in a field of blochemistry which is strongly related to equeous environmental problems and the ability to use and teach experimental molecular blodgy techniques, and demonstrated potential for

Northern Illinois University

DEPT. OF EDUCATION PSYCHOLOGY, COUNSELING AND SPECIAL EDUCATION

COUNSELING FACULTY: (Two Positions)

COUNSELING FACULTY: (Two Positions)

Assistant Professor, Full-time, tenure-track position in the area of student development. Graduate faculty position in CACREP approved counseling program. Teach courses, supervise interns, and direct research in M.S., Ed.S., and Ed.D., programs. Requirements: Earned doctorate in counseling or counseling psychology. Expertise in student development theory and the practice of college student development; ability to teach courses in culture of the college student, student development practicum, and student development programs, issues, and practices. A research/bublication program leading to se-Issues, and practices. A research/publication program leading to senior membership on the Graduate Faculty is expected.

Assistant Professor. Full-time, tenure-track position in the area of clinical counseling. Graduate faculty position in CACREP approved counseling program. Teach courses, supervise interns, and direct research in M.S., Ed.S., and Ed.D. programs. Requirements: Earned doctorate in counseling or counseling psychology. Experience in clinical counseling and competence as a practicum and internship supervisor; ability to teach courses in counseling skills and strategies, individual counseling practicum, group counseling practicum, and internship. A research/publication program leading to senior membership on Graduate Faculty is expected.

EDUCATIONAL PSYCHOLOGY: (Two Positions)

EDUCATIONAL PSYCHOLOGY: (Two Positions)

Assistant Professor. Full-time, tenure-track position in the area of development/learning with emphasis or interest in children at risk of academic failure. Requirements: A doctorate in Educational Psychology or related field is required. We are particularly intorested in candidates with previous college or university teaching experience at the instructor or assistant professor level. Responsibilities include teaching undergraduate and graduate courses in Educational Psychology and development/learning; continuing research publication; advising graduate students; grant writing; and program, departmental, college, and university service. Knowledge of or experience with the use of new technologies in instruction is dostrable. The candidate should have strong teaching and research skills in order to attain senior membership on the Graduate Facuity.

Assistant Professor. Full-time, tenure-track position in the area of

membership on the Graduate Faculty.

Assistant Professor. Full-time, tenure-track position in the area of measurement, research, and statistics with emphasia or interest in an area of Educational Psychology. Requirements: A doctorate in Educational Psychology or related area is required. We are particularly interested in candidates with previous college or university teaching experience at the instructor or assistant professor level. Responsibilities would include teaching undergraduate and graduate measurement, statistics, and research courses; continuing research/publication; advising graduate students; grant writing; and program, department, college, and university service. Knowledge of or expertise with use of new technologies in instruction is desirable. The candidate should have strong teaching and research skills in order to attain senior membership on the Graduate Faculty.

SPECIAL EDUCATION: (Three positions)

Assistant/Associate Professor. Full-time, tenure-track position in the area of education of students with hearing impairments. Responsibilities include teaching, research, service, and advisement. Requirements: Earned doctorate in dest education, hearing impairment, or related field. An Individual with a broad range of experience in leaching of students with hearing-impairments including assessment and family interaction across a broad appetrum of ages is preferred. Competence in sign communication and familiarity with technology used by hearing-impaired individuals are expected. University teaching experience is preferred. The candidate should have strong teaching and research skills in order to attain eventual senior membership on the Graduate Faculty.

on the Graduate Feoulty.

Assistant Professor. Full-time, tenure-track position in the consultation and collaboration, high-incidence disabilities area (LD/EMH/SED). Requirements: A doctorate in Special Education or a related field is required. At least two years' teaching experience with exceptional children required. College teaching experience preferred. Responsibilities including teaching undergraduate and graduate courses in collaboration/consultation, professional-parent interaction, and integration; teaching at eitee on- and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. Knowledge of end/or experience with the use of new technologies in instruction is desired. The candidate should have strong teaching and research skills in order to attain eventual senior membership on the Graduate Faculty.

Assistant Professor, Full-time, tenure-track coalition in the second-

order to attein eventual senior membership on the Graduate Faculty. Assistant Professor, Full-time, tenure-track position in the secondary and postsecondary transition, high incidence disabilities area (LD/EMH/SED). Requirements: A doctorate in special education is required with an emphasis in mild handicaps with specific interests in transition from high school to vocational programming, employment, and/or postsecondary aducation. Knowledge of and/or experience with new technologies in instruction is desirable. At least two years teaching experience with exceptional children, adolescents, or adults is required. College teaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in characteristics, postsecondary transitions, and instructional methods both onend off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university services. The candidate should have strong teaching and research skills in order to attain eventual membership on the Graduate Faculty. A letter of application, current résumé, graduate transcripts, supskills in order to attain eventual membership on the Graduate Faculty. A letter of application, ourrent résumé, graduate transcripts, supporting documents such as reprints of publications and/or manuscripts in press, and letters of support from at least three references should be postmarked by March 1, 1992, PLEASE SPECIFY THE POSITION FOR WHICH YOU ARE APPLYING. All materials should be sent to: Dr. Susan A. Vogel, Chair; Dept. of Educations Psychology, Counseling, Special Education; Graham Hell 223E; College of Education; Northern Illinois University; DeKalb, IL 60115-2884. If you dealer more information about any of the above positions, please call (815) 753-0852. Woman, minorities, and persons with disabilities are strongly encouraged to apply.

NIU IS BIN EQUAL EMPLOYMENT, AFFIRMATIVE ACTION EMPLOYER.

Chembiryi Polymer Chemisi: Tenure-track feculty position; rank and salary commonsurate with qualifications. Responsible for lecture flab teaching in polymer, and organic or freshman chemistry courses. Duties may include off-campus teaching. Ph.D. in chemistry and research or experience in polymer chemistry required. Send application tester; résumé, three letters of reference, unofficial undergraduale and gradient transcripts to: Polymer Chemist Search, Affirmative Action Office, Winona, Minnesotts 5598-75838. Sercening bogins February 15, 1992. An Affirmative Action, Title IX. Equal Opportunity Employer. Women, minorities, disobted individuals are encouraged to apply.

Chicano Stirdles: The Humanities and Multiculium Studies Department politics, April 1992, politics of the programs offices with multiculium Studies and construction. Description of the programs offices in the Department in the Department of the programs offices in the Department of the programs offices in the Department in the Department of the programs offices in the Department in the Department of the programs offices in the Department of the programs offices in the Department in the Department in the Department in the Department of the programs offices in the Department in the Departm

TOWSON STATE UNIVERSITY

Towson State University invites applications and nominations for the following faculty positions effective fall semester 1992. Towson State University, located on a 326-acre campus in a northern suburb of Baltimore, Maryland, is a liberal-arts based comprehensive university and enrolls approximately 15,000 undergraduate and graduate students. It is the second largest member of the State University System.

Speech and Mass Communications

Tenure-track Assistant Professor in communication studies. Contingent upon state funding. Doctorate degree, teaching experience and evidence of scholarly activity required. Duties include undergraduate and graduate teaching in some or all of the following areas: Interpersonal communication, small group communication, no-verbal communication, public speaking and communication training and development. Supervise Fundamentals of Speech Communication. Possible supervision of Interns. ble supervision of interns.

Tenure-track Assistant Professor In television studies. Contingent upon state funding. Doctorate or MFA degree and experience in teaching television courses required. Ability to teach radio courses and/or introduction to electronic media desired. Professional production experience preferred. Duties include undergraduate and graduate courses in studio and field television production. Possible assistance in the development of a campus television station and cable services, teaching in radio and supervision of electronic inedia interns.

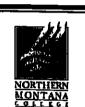
Non-tenure track instructor/Assisiant Professor as Assisiant Director of Forensics. Contingent upon slate funding, Master's degree required, doctorate degree preferred and necessary for the rank of Assistant Professor. Debate coaching experience in essential, individual events background helpful. Duties include coaching forensics, travel with team, administer tournaments, and teaching undergraduate courses in communication studies at a reduced load. Scholarly growth and development are encouraged.

CLOSING DATE ON ALL POSITIONS: FEBRUARY 5, 1992.

Send letter of application, curriculum vitae, three letters of recom-mendation and graduate transcript to: Dr. Ronald J. Mation, Chair-man, Department of Speech and Mass Communications.

TOWSON STATE UNIVERSITY Towson, Maryland 21204

An Equal Opportunity, Affirmative Action Employer



NORTHERN MONTANA COLLEGE Faculty Positions

BUSINESS: Tenure track position in business. Position requires breadth in teaching man-agement and marketing skills. Master's Oegree required; teaching experience and a doctorate proferred. Experience in industry and/or academic technology programs also preferred. Rank and salary commensurate with education and experience. Screening begins 2/10/92. Available 8/1/92.

COMPUTER INFORMATION SYSTEMS: Tenure track position teaching courses in c COMPOTER INVORMATION SYSTEMS: Tenure teach position teaching courses in computer programming languages, computer applications, and software engineering at the undergraduate level. Includes advising degree majors and minors, curriculum development, and club advising. Master's Degree with C15 concentration and Industrial C15 experience preferred. Will consider Master's Degree candidates. Must be competent to teach undergraduate courses in Pascal. C, and data base programming, refecommunications and networking, have technical currency in microcomputing and time sharing. Screening begins 3/1/92. Available 8/1/92.

DIESEL TECHNOLOGY: Tenure track position teaching undergraduate heavy equipment courses. Teaching in subject areas such as diesel engines, hydraulics and introduction to tractors. Knowledge of fixel injection, heavy duty brakes and drive trans helpful. Other responsibilities include: curriculum devolopment, student advising, club advising, working with tractor clinics and tractor resource projects. Bachelor's degree with recent field experience in diesel required, Master's degree with tractor design and engineering experience preferred. Screening begins 2/10/32, Available 8/1/92.

Rank and salary commensurate with extentions.

Rank and salary commensurate with education and experience. Send a letter detailing career goals and interest in the position, a rosume, transcripts, and liveo references to: Dr. Marika Anne Dow, VPAA, Northern Montana College, Havre, MT 59501. AAFOE.

FACULTY POSITION Assistant Professor

Office Systems & Business Education

Northern Michigan University, located in the Upper Peninsula of Michigan, anticipates and invites applications for an opening in the Office Systems and Business Education Department beginning fall semester 1992. The successful candidate for this tenure-earning position must possess a doctorate. This person must be qualified to teach in the areas of office systems, business communications, and business teacher education. In addition to teaching, this person will be responsible for advising and curriculum development.

Northern Michigan University strongly encourages applications from minorities and women.

Send letter, résumé, and three letters of recommendation. Screening of applications will begin February 15, 1992:

Dr. Sue C. Rigby
Office Systems & Business Education
Lacoberti Contes

AN APPIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

Computer Science, Civil Engineering Department, Department Chair. CSUF seeks includy candidates for a legure-track position in the Civil Engineering Department effective August 1992. The Candidates should have a declorate in Architectura. Architectural Engineering, Construction Engineering or Environmental Engineering. Construction Engineering or Environmental Engineering communication expeditions are environmental Engineering. The candidate must also be preparted to teach a variety of undergraduate and small environmental environmental Engineering Construction and the contrast of the candidate must also be preparted to teach a variety of undergraduate and small environmental env

FACULTY POSITION IN SCIENCE EDUCATION

Tenure - earning

Assistant / Associate Professor

Northern Michigan University seeks candidates for a position of Assistant of Associate Professor of Education with a concentration in K-12 science education, particularly elementary science education. Special consideration with expertise in related areas of supersing student teachers. The position is in the Department of Education, one dise departments in the School of Behavioral Sciences. Human Services, and Education. The Department has 16 faculty members. All faculty members significant experience as practitioners. The teacher education pogram is a university-wide program, fully accredited by NCATE in May, 1990 at the undergraduate and graduate levels.

Northern Michigan University is a comprehensive institution of approximately 8,500 students, located in the city of Marquette on the shore of tale Superior. Marquette is a community of 21,000 and is the cultural, compectal, nædical, and governmental conter of Michigan's beautiful Upper Pennsula. The region offers unparallefed outdoor recreational opportunities in all seasons, while Marquette itself provides a wide range of retail, commercial cultural, and entertainment opportunities. Convenient air access to the Upper Midwest's major population centers of Minneapulis, Chicago, and Detroit is available through Marquette County Alport.

Successful candidates must possess a Ph.D. or Ed.D. degree, a concentration in science education and a foundation in physical and natural science, and three years of K-12 classroom teaching experience. College/university esperience in teaching and supervising students in pre-professional teacher education curricula is desired. The Department especially encourages individuals with Insight into the possibilities of science education methods course being taught on-site in the local public schools. The appointment would begin on August 26, 1992.

Northern Michigan University encourages all applications including how from minorities and women. Send a letter of application, a current vita and placement credentials, and the names and addresses of three academic professional references no later than February 21, 1992 to: Dr. James D. Hendricks, Associate Dean School of Behavioral Sciences, Human Services, and Education



Marquette, MI 4985 Phone: (906) 227-2728

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMILOYER

BOSTON UNIVERSITY SCHOOL OF SOCIAL WORK

Tenure track positions for September 1992 Seeking six practitioners/researchers to strengthen the full-time faculty base of the School.

- ◆ Clinical Social Work: Individuals and Families ♦ Human Behavior in the Social Environment
- ◆ Social Welfare Policy
- ♦ Social Work Research

Ph.D. or D.S.W. required for all positions; exceptional A.B.D.'s will be considered. Clinical candidates must have M.S.W. and current clinical practice. Send letter of application and curriculum virae to: Hubert E. Jones, Dean, Boston University School of Social Work, 264 Bay State Road, Buston, MA 02215.

Women and minorities encouraged to apply.



Communication: Communication Arts. Fall Semester, 1992 fixed term position (continsent upon funding). Courses in interpersonal Communication and Public Spensking.

M.A. in Communication required; teaching ability; service to the department. For more information call (405) 657-2278. Screening of applications to begin February 14, 1992 and will continue until the position is filled. Submit letter of aprilication, vits. undergraduate-funding application, vits. undergraduate-funding and continue until the position is filled. Submit letter of aprilication, vits. undergraduate-funding and continue until the position is filled. Submit letter of aprilication, vits. undergraduate-funding and provided in continue until the position is filled. Submit letter of aprilication, vits. vita, undergraduate/graduate transcripts, and three (3) letters of recommendation to Chair, Search #92-7 (Communication Arts), Human Resources/REO-AA Office, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298; (406) 657-2278, EEO-AA.

Communication: Small, private liberal arts college with professional programs seeks two new positions in Communication. Teaching responsibilities include courses in undergradnase, program as well as new Master of Professional Communication despects program designed for working professionals. Both programs are writing-based. Occaralists with college teaching experience preferred, Ph.D. or ABD. Salary and rank negotiable. Applicants must arrange rank negotiable. Applicants must arrange to have three letters of reference and all transcripts sent and submit a fetter of application and vits by February 14 to: Ray Ownbey, Dean, School of Arts and Sciences, Westeninster College of Sait Lake City, 1849 South 1300 East, Sait Lake City, Utah 84105.

of courses including principles, smaller, arraphics, media planning, copywritina, escarch, and campaigns. Ability to test as Public Relations would be helpful. Appartion deadline is February 21 or unit pottons are filled. UTA is an EU/AA Emplorer. Send letter of application and compair réalumé to Search Committee Chair, sould not \$2 (nease specify), Department of Communication, UTA Box 19107, Arlington, Texas 76019-0107. lington, Texas 76019-0107.

Communications: Illinois College is a private, well-endowed, Phi Beta Kasosalberti aris college located in west central illinois. We seek applicants for a lenure-track position who are qualified to teach a venity of courses, including ornanizational communications, rhetorical criticism, American public address, and sraumentation and debate. The successful candidate will abserve as director of forensics and should have NDT debate experience. The appointment may include the position of Department may include the position of Department of the proposition of Department of the position of the professor of recommendation of professor.

and establish appropriate musical and educational direction; a broad stylistic musical orientation; entical members serving over 300 students enrolled in is various majors. The Harmony, Arranging and Composition departments, additionally, offer required courses for all of the College's 2900 students, includunderstanding and an acceptance of diversity in connporary (jazz, rock, pop, concert) music forms; and a proven commitment to excellence appropriate for senior-level leadership in a division whose educaharmony, Jazz/pop harmony, arranging and music tional mission is practical training in arranging and composition for today's professional musician Salary commensurate with qualifications. Berklee College of Music is a private four-year in chairs, two essistant department chairs and a four-person office staff. As a senior academic leader, the stitution with an educational mission of practical division chair is expected to provide vision and leadership for the college's second largest division. career preparation in the various styles of today's

The successful candidate must possess sold musical

education as evidenced by an earned advanced

degree and/or equivalent professional training; dem-onstrated skills in leadership, management, evalua-

tion and planning in an educational setting; strong

and offective communications and interpersonal skills; established credentials as a composer and/or

arranger, leaching and/or administrative experience

in a college setting: familiarity with technology as it relates to professional writing; ability to identify

professional music world. The 300 or more interna tionally respected faculty work with 2900 students from 75 countries and the US Please send resume, three letters of recommen

dation and any supportive background materials with latter of application by MARCH 15, 1992 for an August 1992 starting date. Incomplete appli-cations will not be considered. Women and minorities are encouraged to apply. Sand all materials to: Professional Writing Chair Search Committee Dept. C. Office of the Dean of Faculty Berklee College of Music, 1140 Boyiston Street Boston, MA 02215. An Equal Opportunity Employer

PSYCHOLOGY

INSTRUCTOR

Amerithe College has an open-ing August, 1992 for a person to teach Ganoral, Child or Social, and Human Relations Psycholo-gy courses. Master's Degree in Psychology required; strong preference for Ph.D. Three to live years' college-level leach-ing experience; community col-lege teaching preferred. Salary based on Faculty Salary Schod-ultif (illed. Send résumé and unofficial transcripts to Person-nel Office, Amerillo, Toxas 79178. An EEO/AA Employer.

Clinical, Chiropractic, and

Basic Science Instructors



Division

Chairperson

The Professional Writing Division is now accepting

applications for the senior-level position of Chairpor-son The Chairperson reports to the Offices of the

Dean of Faculty and Curriculum and is a momber of the President's Council. This is a twelve-munth

The Drysion includes six departments: Commercial Arranging, Composition, Film Scoring, Harmony, Jazz Composition and Songwriting The Division of ters over one hundred different courses by 68 facul-

ing courses in conducting, counterpoint, traditional

Reporting to the division chair are six department

The successful candidate's previous experiences and

ongoing activity in the writing prolession should

enable him/her to evaluate the changing demands

for writing professionals and relate the impact of

those demands to the effectiveness of the division's programmatic offering; establish appropriate goals for the division; develop annual division budget in

quests; recruit and maintain faculty for effective divi-

sional leaching, and with the advice of the department chairs and faculty, formulate divisional policies,

Montana State University **COLLEGE OF BUSINESS**

Applications are invited for two full time, tenure track or visiting faculty pos-tent in Business Policy/Strategy and in Information Systems. The starting date is August 15, 1992 or January 2, 1993. Positions are subject to funding

sequired qualifications. Ph.D. or D.B.A. with emphasis in business policy. strategy management or information systems preferred, or do, total degice in telestadarea (with clear expertise in policy or IS as accepted by AACSB) Candidates who will complete degree requirements during the first contract year will be considered for appointment as lecturers. Demonstrated ability in teaching and involvement in scholarly activities. Ability to communicate dearly in English both orally and in writing. TOETL may be required.

Desired qualifications: Relovant professional experience, second teaching area management or operations management

Academic year salary range is \$42,000 to \$49,650 AACSB accretized, the College of Business places top priority on excellence in undergraduate teaching and encourages and supports applied research. Send letter of application, risingly, and names, phone numbers and addresses of three references to Chair, Faculty Search Committee, College of Business, Montana State University, Bozeman, Montana 59717. Telephone (406) 994-4421. Screening begins February 6, 1992; applications will be accepted until provides to filled MSU provides preference in employment to eligible veletans. For information contact HR/AA, 210-C MH, MSU, Bozeman, MT 59717.

MSU is an AA-EO employer

Rymond Ford, Chairman, Communia-tion Department, Illinois College, Jack-tondie, Illinois 52550. Application dead-ing Permany 14, 1992. Illinois College is an AACOE.

Communications: Full time, tenure-track assum professor position in mass communications or film studies. Ph.1 resulted for the furensists and williams to participate in the fredman interduciellnary core contest may have a strong communiment to undersultant and undersulted for the furensists. The successful vandidate may have a strong communiment to undersultant and university, pelective private labels and sulversity, pelective private labels, pelective private la

Commolation Bloodern/Sciences: Eastinglian University, Charfeeton, IllimanSign, Besimins August 35, 1992. Supersisho of such supersity of the supersisho of such supersity of the supersisho of such supersity of the supersisho fundamental of supersity and oncommission of supersity and onsupersity of supersity of supersity of supersity
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byongishities prisoded Argelsants must demonstrate a commencent to excellence in feaching and seemant Pri D. referred. Salary competitive Send applications and wife to Federal Rowaltsy. Chairperson, Dearsh Communication, Indiana State University, Tetre Haule. Indiana State University. Tetre Haule. Indiana 47619. Applications received after February 17, 1972 cannot be assured consideration. ISU is an AAECE.

Communication: Makingen Technological University The Department of Humanines Invites applications for a tenute-trait Assistant Professor beginning August, 1992. The Department has investivers and Technological Communication we are vectore to teach organizational communication with an interest in critical approach is and ethoral interest in the and ethoral policies with an interest in critical approach interest in interpersonal relational portunities and ethoral issues. Describes secondary interest in interpersonal relational portunities and ethoral issues, the area of the organization of policies must have a Ph.D. or be close to exceptional the degree. Send letter of application, with and three letters of

Send Résumé to: Parker College of Chiropractic Faculty Search 2500 Walnut Hill Lane Dallas, Texas 75229-5668 "An Equal Opportunity Employer"

recommendation to Jennifer Daryl Sinck. Chair, Communication Search Committee, Department of Humanities, Michigan Technological University, 1600 Jownsend Drive, Houghton, Michigan 49931-1295. Review of applications will begin on March 131, 1992, and wall continue until the position is filled, MTU is an Affirmative Action, Equal Opportunity Employer/Educations I justified.

Computer Information Systems: Instructor/ Assistant Professor in Business Computer information Systems: sine-month, tenure-track; salary: 815000-545000 depending on qualifications; Kenai Peninsula Col-lege, Soldorm, Alaska, Minimum Require-ments, Master's degree in Miniagement In-formation Systems. Computer Informa-

🔏 Yale University

School of Forestry and Environmental Studies

205 Prospect Street New Haven, CT 06551

FOREST MANAGEMENT

The Yale University School of Forestry and Environmental Studies is seeking to appoint a tenured Professor of Forest Management to teach and advise graduate students, conduct original research and to take a leading role in the development of the Weyerhaeuser Program in Forest Resource Management and Policy. The person must have an active research interest in the management of incests for wood products but should also be interested in integrating the multiple uses of forest resources, Interacting with other members of the faculty through interdisciplinary leaching or research is important. A Doctoral degree is required.

Please send curriculum vitae: statement of research and feaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor John C. Gordon, Chair, Forest Management Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5076 or 203-432-5107.

BIOMETEOROLOGY

Applications are invited for the position of Assistant Professor of Biometeorology in the School of Forestry and Environmental Studies at Yale University. The successful applicant will be expected to teach a comprehensive graduate-level course in atmospheric science and an advanced course in biometeorology. Collaboration with other members of the faculty in learn-taught courses and seminars (e.g., Forest Management for the Amelioration of Air and Water Resources) is encouraged. The applicant also will be expected to develop and sustain a research program in higherentiality addressing infero- and meso-scale phenomena. Interdisciplinary work (for example, studies of: ecosystem structure and function, the transport and ecological impact of air pullutants, and global change) with other members of the faculty, including researchers in the Department of Geology & Geophysics, is strongly

Phase soul curriculum vitae: statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other appropriate examples of academic and professional work to: Dr. Kristlina Vogt, Chair, Appointments Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available july 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call Professor Vogi at 203-432-5076 or Professor Paul Barten at 203-432-5121.

NATURAL RESOURCE ECONOMIST

The Yale University School of Forestry and Environmental Studies is seeking to appoint an Assistant Protestor of Natural Resource Economics to leach and advise graduate students and to conduct original research. Cardiclates with background training either in economics, agricultural economics or forest economics are desirable. The inclinidual is expected to apply economics to a broad array of resource questions and the willing to interact with a diverse set of colleagues in an interdisciplinary program. The applicant should have an active research interest in at least one of the following areas: forests, wildlife, energy, water, fisheries, and pollution.

Please send corriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to Professor Robert O. Mendelsohn, Chair, Natural Resource Economics Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available july 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5128 or 203-432-5076.

ANIMAL OR WILDLIFE ECOLOGIST

The Yale University School of Forestry and Environmental Studies is seeking to appoint an Assistant Protessor of Animal or Wildlife Ecology to leach and advise graduate students and to conduct original research. Feaching responsibilities include courses in wildlife ecology and population ecology. Candidates working with terrestrial vertebrates, and those interested in population and community ecology are especially encouraged to apply. Applicants should have an interest in basic research and its applications to natural resource management and conservation, and be willing to interact with a diverse set of colleagues in an interdisciplinary program. Postdoctor-

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Steven R. Belssinger, Chair. Animal or Wildlife Ecologist Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available buy 1, 1992. For further information about the Yate School of Forestry and Environmental Studies and the position described above, call 203-432-5120 or 203-432-5076.

RESOURCE POLICY

The Yale University School of Forestry and Environmental Studies is searching for a tonure-track faculty member in the area of Resource Policy at the Assistant or Associate Professor level. Appropriate candidates should have a scholarly record of research and publication in matters relating to the formulation and implementation of resource policy. An interest in issues concerning natural resource conservation and management, or formulation and implementation of international resource policy, is desired. Candidates can be trained in a variety of social science and environmental disciplines, although a political science background is preferred.

Please send curriculum vitae; statement of research and teaching interests; the names, addrusses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Stephen R. Kellert, Chair, Resource Policy Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Furestry and Environmental Studies and the position described above, call 203-432-5114 or 203-432-5076.

Yale University is an Equal Opportunity. Affirmative Action Employer.
Women and minority group members are encouraged to apply.

college/university committee work; demonstrated evidence of background in college level community service activities. Position announcement available upon request. Application: Submit cover letter of application. Submit cover letter of application, comprehensive resume, official transcripts for degree, and three recent letters of professional references frequested by applicant) in: K. R. Dorcas, Kensil Penlauda Coffege, 14820 Coffege Drive, Solidota, Alaska 9566; 1997, 252-3801. Deadline: Review of applications will be aim march 2, 1991, and continue until the position is filled. Applicant must be eligible for employment under the Immignation Reform/Control Act of 1986. A A/EEO.

Computer Science: F91/92—Assistant Professor—lemure track, Fall, 1992, subject to filled. BEO/AA employer.

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tion, or Computer Science, or a Master's degree in a field associated with MISICISY CS. Degree earned by August, 1992. Collegs level teaching and/or professional ramins experience. Preferred Requirements: Applications experience in data base, word processing, and spreadsheet; documented experience in program maintenance of application programs written in two different languages including PAS-CAL_BASIC, MS-DOS, or UNIX; experiences in trouble-abooting hardware interfaces such as moderns or serial and controlled princers or similar parallel input devices; some background in teaching freshman/sophomore level computer science courses; demonstrated background in student advising at Associate of Applied Science level; demonstrated evidence of

Faculty Position in Educational Administration

doual Administration Program of the School of Education, Applica-

Qualifications: An earned doctorate in Educational Administration, with an emphasis in general administration at the K-12 level; particular interest and expertise in organizational development and educational leadership: administrative experience in K-12 education, including experience as a building principal; demonstrated ability to conduct quantuative and/or qualitative research; and evidence of scholarly contributions to the field of educational administration through research, publications, and presentations at professional meetings. Appropriate teaching experience at the graduate level is also highly desir-

Responsibilities: Teach master's through doctoral courses in educational administration, imbuding required courses on the principalship. organizational development, and educational leadership; assist in supervising practica and internships in educational administration; advise students at all program levels; serve on examination committees and direct doctoral desertations in educational administration; maintain scholarly productivity in research, publications, and presentations at professional meetings; participate in School and university-wide

The Setting: The College of William and Mary, chartered in 1693, is the nation's second oldest academic institution. It is a highly selective, medium-sized state university committed to excellence in the liberal arts and in graduate professional education. The School of Education has 95 full-time faculty members and enrolls approximately 200 undergraduate students and 900 full-time and part-time graduate students in a full range of master's, Ed.S., and Ed.D. programs.

Application materials should include:

- 3. The names, addresses (including titles and institutions), and telephone numbers of five references

Complete application materials should be sent to: James Stronge, Chair

Educational Administration Scarch Committee School of Education

P.O. Box 8795 Williamsburg, VA 23187-8795

The review of application materials will begin February 24, 1992, and continue until the position is filled.

The College of William and Mary is an affirmative action/equal opportunity

ASSOCIATE OR FULL PROFESSOR EDUCATIONAL ADMINISTRATION

Southern Connecticut State University The Department of Administration and Supervision in the SCSU School of Education Invites applications and numinations for a full-time, tenure-track position in sixth year professional programs, for the preparation of superintendents of schools and intermediate administrators/supervisors at building and district levels. Each candidate must have successfully completed, or nearly completed, a doctorate in educational administration and have a minimum of five years' administrative experience, two of which must be at contral office level, preferably as superintendent of schools. Teaching ability is paramount: willingness to engage in resuarch, publication, supervision of administrative interns, and service to public schools is essential.

Position available: Angust 24, 1992 subject to availability of funding Position available: August 24, 1992, subject to availability of funding.

Minority Candidates are encouraged to apply and identify themselves. A letter of Interest, résumé, and names/addresses/phone numbers of three references should be sent by February 15, 1992 to: Dr. Jane W. Ruck, Chalperson, Administration/Supervision Department, Southern Connecticut State University, 501 Crescent Street, New Haven, CT 06515.

Development Development Director. The California Council for the Humanites seeks a Director of Development to design, initiate and manage the Council's fund-rational seeks a Director of Development to design, initiate and manage the Council's fund-rational seeks a Director of Development to design, initiate and manage the Council's fund-rational seeks and the Council seaker grants in excess of \$600,000 annually and is developing a conter to apontor its public programs. The recipion requires a bachelor's degree content of a post of the postions of increasing responsibility working in development for manager of the postions of increasing responsibility working in development for manager of the proportion of the Council is successfully successfully successfully supposed by the disection of the Council's Executive Director and will work with the Council board and Development Committee, Starting schart is \$37,000.45,3000. depending upon experience and qualifications of a research program in ecology and independent of a policy i

BOSTON COLLEGE

The School of Education at Boston College offers graduate and undor-graduate leacher preparation programs in a liberal aris university with a lesuft tradition of commitment to prepare men and women for service to others. Teacher education programs at the University strive particularly to prepare teachers to work with students who are poorly served by current school practices.

Applications are solicited from individuals who currently hold a doc-Applications are solicited from individuals who currently note a outlorate or have substantielly completed their dissertation requirements.

Candidates must demonstrate a strong record of or potential for scholarly productivity and research. In addition to the common expectation of
excellent leaching ability, scholarly research, service to the community
and to the School of Education, and undergraduate and graduate situdent advisement, positions are open with expertise in the following

areas:

Counseling Psychology. [Search expanded to include all ranks.] Individual with exportise in multi-cultural counseling, alcohol/drug abuse counseling or counseling survivors of violence for APA-accredited Counseling Psychology Doctoral Program espousing a scientist practitionur model. The program emphasizes a life span developmental possportive and trains doctoral and mester's level counseling psychologists and counselors to primary prevention and treatment strategies within community settings (e.g., schools, private and VA hospitals, homeloss sholters, university counseling ceniers, community mental health conterts. The faculty seek an individual who will help increase students' understanding of diverse clients and cultures. A doctorate in Counseling or Clinical Psychology with clinical experience, funded research, and publications are required. Applications will be reviewed after February 1, 1092.

ruary 1, 1092.

Developmental Psychology. (Assistant Professor, Tonure Stream.) Individual committed to educating students to work with inner city children and youth in human service fields and schools. Position involves teaching developmental; psychology, and interpersonal rolations or personality theories to undergraduate and graduate students. Preference given to candidates whose research and writing address issues of cultural diversity concerning urban children and youth, who use qualitative muthodologies and who have potential to secure outside funding. Applications will be reviewed after February 1, 1992.

Condidates aboutd submit a lotter of application full curviculum visconia.

Condidates should submit a lotter of application, full curriculum vi-

Boston College, a co-educational jesuit University of 9,000 under-graduates and 5,500 graduate and professional students, is committed to the ideal of excellence and service to others. An Equal Opportunity, Affirmative Action Employer.

Search Continued: BIOLOGY

Juniata College invites applications for a continuing position in Biology. The appointment will be made at the associate professor level with the expectation that the successful candidate will serve as department chair.

The College seeks a person with the following demonstrated skills and abilities: 1) skills to be an effective and stimulating teacher.
2) interporsonal and administrative skills requisite for leading and administrative skills requisite for leading and administrating a diverse and vigorous department with a large number of students,
3) the ability to mount and sustain an effective research program that involves undergraduates in the area of neurobiology or a closely related field.

The desired specialty is neurobiology with experience in molecular techniques. Teaching responsibilities will include a course in neurobiology. Ability to teach physiology or microbiology would be a plus although it is not required. Re-leased time is evaluable in the first year of the appointment for research and/or curriculum development.

curriculum dovelopment.

Juniata College is a highly selective independent liberal arts college with traditional strength in the natural sciences. Located in the central highlands of Pennsylvania, the College has an enrollment of 1100 undergraduates with a faculty of 75. The College has recently received major grants from the Whitaker and Kresge foundations in support of equipment acquisition in the Biological Sciences and from the Howard Hughes Medical Institute to strengthen undergraduate programs in biology and chemistry. The successful candidate will have the opportunity to help lead in the ongoing efforts at curriculum development.

Send tetter of application and résumé to Dr. Karen Wiley Sandier, Vice President and Dean of Academic Affairs, Juniata College, Huntingdon, PA 16652. Review of applications will begin January 20 and continue until the position is filled. Juntata College is committed to cultural and gender diversity and encourages applications from women and minority candidates. AA/EOE.

Human Resources/BEO-AA Office, Eastern Montana College, 1530 North 30th Street, Billings, Mostina 3910-1238; (465) 657-2278. Preference review if received by February 14, 1992. Position open until Misc. EECOAA. Miscrides participles of Economics, Miscrides, EECOAA.

February 14, 1992. Position open until History, Quantitative Methods, and Frinciples of Economics. Minorities particularly economics: Jacksonville University is tecking an outstanding individual in the field of economics for a faculty nonificence of economics with competency to teach finance and should have earned a Ph.D. in economics with competency to teach finance of proficiency in teaching. Responsibilities include teaching a wide variety of underpractate economics, including principles of economics, international finance, financial institutions, and money and banking. This is a tenure track positions, and money and banking. This is a tenure track position, Requires Fh.D. with major in Economics. Salary economics, international finance, financial institutions, and money and banking. This is a tenure track position, should be easily a proper and rank will be expendent or the position and with the position should be sent to Dr. Folk R. Livingston, Dean, College of Business, Isackson-ville. University Jackson-ville, Florida 322 11. Please include with your feiter of application a vita, collegate transcripts and three letters of reference. Deadline for application a vita, collegate transcripts and three letters of reference. Deadline for application is March 1, 1992. Jackson-ville. University Is an EBO/AA employer.

Editor: The Papers of George Washington will add to its staff an assistant editor for its Presidential Series. A doctorate in history and experience or demonstrated ability in documentary editing are required. Address applications to W.W. Abbot. The Papers of George Washington, 304 Aldennan Li-

SOUTHEASTERN LOUISIANA UNIVERSITY Hammond, LA 70402

The College of Education is seeking Assistant/Associate Professible following tenure-track positions:

DEPT. OF EDUCATION. Effective August, 1992. Ph.D./Ed.D. Text-ing, research, and service required. Evidence of scholarly and prote-sional activity; university teaching experience desirable. Application deadline: March 15, 1992; or until qualified applicants are identified. Contact Martha Head, P. O. Box 749-5LU, Hammond, LA 70402; Telephone (504) 540, 2721

phone (504) 549-2221. Educational Administration: Teaching duties in administration's pervision. Experience as elementary/secondary teacher and administration.

Educational Psychology: Teaching duties in educational psychology. Experience in an appropriate educational setting preferred.

Elementary Education: Teaching duties in elementary education methods. Experience as elementary teacher required. Reading Education: Teaching duties in reading/literacy. Experient as an elementary teacher required.

DEPT. OP SPECIAL EDUCATION. Two openings for Fall 1932 Inquiries to W. Glenn Morgan; Chair, Search Committee; Southeasten M. University: Department of Special Education; P. O. Box 879-5U; Hardmond, LA 70402. Hard money positions, competitive salaries, release time provided for research activity/grant applications.

Speech-Language Pathologist: Assistani/Associate Professor Ph.D., CCC-SLP with focus on adult neurogenic disorders. Applic rn.b., CCC-SLP with rocus on adult neurogenic disorders. Apple-tions are encouraged from persons holding a doctoral degree with distinguished record of scholarship and funding. A versaltle individual is desired to teach graduate and undergraduate courses, engagen rescarch and fulfill routine responsibilities such as student arise-ment and committee work. Competency in neurogenics with special interest in geriatric population preferred, but will consider compete-cy in voice disorders or stuttering, and/or infant/toddier communica-tion disorders.

Speech Scientist: Assistant/Associate Professor. Ph.D. to teach back undergraduate and graduate courses and manage recently equipment of the computer-based (IBM and Macintosh) speech science lab.

computer-based (IBM and Macintosh) speech science lab.

DEPT. OF HEALTH, P.E., AND DANCE. Available 1992-93 across year. Doctorate with specialization in adapted physical education and sports medicine. Priority given to candidates with previous successive college teaching experience, NATA certification and a record of esearch, publication, and grant writing. Duties include teachinguous graduate/graduate adapted physical education and sports medica classes leading to certification; maintaining a focused program research and scholarship, and assisting with student advising program development, committee work and other department assignments. Review of completed applications begins March 4, 1992 and continues until position is filled. Submit letter of application, viz. and three letters of reference to Betty Baker, P. O. Box 845-S.I.I. liam mond, LA 70402.

Southeastern Louisiana University is an Affirmative Action. Equilop portunity Employer and is actively seeking a diversified staff.

CITETATE CONTROL OF CO



NURSING FACULTY POSITIONS

Key tenure leading faculty positions available for Fall, 1992 in Administration, Gerontology, or Oscologi-College offers BSN, MSN, and PhD in nursing. Climate supportive of research and scholarly activity with established Nursing Research Center and successful history of external funding. College is part of the only state supported university in Nebraska and of an academic health science center with recognized leadership in liver and bone marrow transplants and cancer research.

Qualifications for the position include: dectorate in nursing or related area, masters in nursing with appropriate specialization, teaching experience at the graduate level is specialty area, and evidence of research and scholary productivity. Salary and rank commensurate with education and experience. Send letter of interest, curriculum vitae, and names of three references to:

> Dr. Rosalce C. Yeaworth University of Nebraska Medical Center College of Nursing 600 South 42nd Street Omaha, Nobraska 68198-5330

> > AA/EOE

brary, University of Varginia, Charlottes-ville, Virginia 22903.

ville, Virginia 22903.

Education: Assistant Professor of Education/Educational Resources. Incksonville State University, located in Northeast Alabama, its seeking applications for a nine (9) worth beauer track position. Nature of seaching and student related duties: Advise students and teach graduate and understraduate courses in secondary education. Courses may include some combination. Courses may include some combination. Courses may include some combination of the following: general secondary methods, science teaching methods, nathematics teaching methods, educational computing, educational methods, educational computing, educational foundations. Nature of scholarly activity exprectations: Publish in professional inquisitional required: Appropriate doctorate; at least three years' public school teaching experience; record of scholarly activities.

required Supervise clinical esperience teach off-campus courses; serve on offer mential, college, and university constitutes; provide service to accounty said and to the wider educational community of the wider educational community of the wider educational community of participant/member of appropriate policy organizations; mustery of Bugish to establish the state of supervised to appropriate college fevel under the preferred. Salary: Commensurate wider perferred. Salary: Commensurate wider perference. Please submit teter of softer perfect the preferred conditions transcripts to present the proposer. Jacksonville State University Jacksonville. Alabama 36365. An 8035. Employer.

RULLETIN BOARD: Positions available



UNIVERSITY OF SAN FRANCISCO

School of Education

invites applications for faculty positions commencing Fall 1992

Curriculum and Instruction: Applicant will teach doctoral level courses in Curriculum & Instruction including but not limited to courses in outcome-based instruction, criterion referenced instruction, educational systems management, and personnel supervision and evaluation. In addition, he/ she will direct doctoral dissertation research in basic behavioral aciences applied to education and instruction. Applicant must be:

 Knowledgeable in outcome-based curriculum and instruction. Skilled in curriculum design and in qualitative and quantitative analysis. Knowledgeable of current trends in psychological foundations of learning.
 Knowledgeable in computer and related media applications.

International and Multicultural Education: Applicant will teach courses in, but not limited to. Internations and master's thesis development. Applicant must be:

Knowledgeable in the areas of ethnography, historical and participatory research.
Knowledgeable in teaching English as a second language and bilingual theory.
Proficient in a language in addition to English
Skilled in a particular and averaging disease.

Skilled in a particular area of expertise directly related to current critical philosophical issues.

Teacher Education: Applicant will coordinate the Teacher Education program and will teach curriculum and instructional methodology courses for prospective elementary and secondary school teachers in both public and private schools. Applicant must:

Possess knowledge, skills, and experience necessary to coordinate and supervise student placement and teaching in the field and to work with teacher-practitioners.
Be knowledgeable in the areas of curriculum development and instructional technology for

elementary/secondary schools. Be knowledgeable in current teacher education reform activities.
 Have worked with diverse linguistic and cultural groups in urban and suburban, public

and Catholic schools.

The above are tenure track-Assistant Professor positions. Applicants MUST possess a Ph.D. or an Ed.D., in addition to demonstrating scholarly potential through research publication. The University of San Francisco is a private, Jesuit, Catholic institution with an enrollment of approximately 6,000 students.

Application Closing Date: February 21, 1992
A letter of application, vitae and three letters of reference should be mailed to:

University of San Francisco School of Education - Dean's Office 2130 Fulton Street San Francisco, CA 94117-1080 Attention: Search Committee (Specify department)
The University of San Francisco is an Equal Opportunity and Affirmative Action Employer.

University of Central Florida CHAIR

DEPARTMENT OF HEALTH SCIENCES

The Department of Health Sciences at the University of Central Florida the Department of Health Sciences at the University of Central Horidal invites nominations and applications for sentor faculty to serve as chair, no camed doctorate is required. Applicants should possess strong administrative, leadership and organizational skills, a strong record of scholarly publications and research, a record of resource development, knowledge of accreditation processes, experience in curriculum planning and development, and an ability to work and communicate effectively with students. University personnel and community leaders. The successful candidate must be eligible for tenure in the department.

The Department of Horizon Communication of Central Horizon Central Central

The Department of Health Sciences is composed of programs in Cardio-pulmonary Sciences, Health Sciences, Medical Laboratory Sciences, Medi-cal Record Administration, and Radiologic Sciences The Department of-less Bachelor of Science degrees in each of the programs, and a Master of Science in Health Sciences with options in Health Services Administration, Health Education Administration, and Advanced Clinical Skills.

The University of Central Florida is a dynamic and growing university. In past years, enrollments have increased at a rate of more than 10% annually. The 1991-92 student body is approximately 21.500 The Department of Health Sciences has approximately 280 undergraduate majors among the five program areas, and 80 students in the Master of Science program. Applicants should submit a letter of application, curriculum vitae, and three letters of reference to:

Chair, Search Committee Department of Health Sciences College of Health and Public Affairs University of Central Florida Orlando, Florida 32816-0125

Screening of applications will begin on February 20, 1992 and continue until the position is filled. UCF is an Affirmative Action, Equal Opportunity Employer. As an agency of the State of Florida, UCF makes all search materials available for public inspection.

for time tenure-track assistant professor faculty position in accordary and middle-stool education. Responsibilities include stool education. Responsibilities include tenching two courses per year (one in an area of intress and one in Methods of Sectionary and Middle School Education), as personal student teachers during the grains sensester, directing the SectionAcry school Program, continuing the development of the Middle School Program, advisionates and periodically preparing the Rogram for review 5, but the Massachuserts the most of the Middle School Program, advise mention of Education. Active invulvement in Scholarship and other professional Experience of Education. Active invulvement in Scholarship and other professional Experience in secondary and/or middle strings settings. Doctorate in Education or a related field (capatidates who are nearing

completion of their dissertation will also be considered. Evidence of administrative ability. Mount Helyoke is committed to fostering main cultural diservoy in its faculty, staff and students, is an affirmative action, equal opportunity employer, and especially encourages women and ministrative to apply. We will begin teviewing applications on February 10, 1927. Please send vide, a statement of teaching and professional inversity, and three letters of reference to. Ur Barry Wadowords, Search Committee Chair, Department of Psychology and Education. Mount Holyoke Cullege; South Hadley. Marschusetts 01075.

Counselor Education North Dakota

State University

high 1, 1992 Assistant Professor, 12 month, former track. Seeking person to teach graduate contests in counselor ed uestion with options in action), feerided departelency, and clinical/mental health counseling. Other responsibilities would tas harde internship supervision, professional service, and resuarch. Doctorate with two years counseling experience and eligible for professional recentral of license in area of specialization. University transcripts and scholarly activity vary destrable. Salary, competitive. Applicants should send complete vita, official transcripts and its of references to:

Dr Robert C Nielsen Search Chair School of Education North Dakota State University Fargo, North Dakota 58105 Cloring Date: January 31, 1992 or until position is filled. NDSU is an Equal Op-portunity, Albimative Action Employer

in the vectordary program. Doctorate (or near completion) in curriculum and instruc-tion desired, with secondary teaching expe-tioned required. Huntington is an evangell-cular blanch scalated blanch with college. We

46750. Equal Cipportunity Empuyer.

Education: Tenure-track position teaching secondary social studies methods and supervising secondary education clinical experience Preference to applicants with ability to teach courses in educational psychology and/or multicultural-nonsenist education. Withousers to engage in scholarly activities to include collaborative research with local schools, Particupation in a consortium of three independent liberal arts colleges—Loras College, the University of Dubuque, and Clarke College—located in Dubuque, three hours west of Chicago, Milwaukee, and Lake Michigan amidst the picture-que rolling hills of northeastern lows abung the apper Missishiph River. Requirements: Ph. D., Ed. D. or ngnificant complexion of graduate coursework.

CHAIRPERSON—Department of Physical Education and Health. Candidates must have an earned doctorate in an area related to programs in the department. Successful teaching at the elementary/secondary level; potential for success in administration; strong interpersonal and communication skills; command of curriculum development processes; commitment to teacher education, sports management, and fitness management; demonstration of and commitment to scholarship and service. The Department has a faculty of ten who teach in physical education, health, sports management, and wellness. Duties include administration of all academic programs, cooperative READING—Assistant/associate professor, tenure track. Doctorate in reading or related field. At least three years K-12 teaching, preparation in content area reading, college level teaching, and evidence of scholarly productivity. Duties include teaching undergraduate and graduate courses in reading/literacy education, supervising field experiences/student teaching, advising, and coordinating the University's Developmental Reading Center. Review of applications will begin on February 19, 1992 and will continue until the position is filled. Starting date is August 1, 1992.

The University of Tennessee

at Martin

The University of Tennessee at Martin is one of four primary compuses at The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The compus has a combined graduate and undergraduate enrollment of 5.494. The emphasis of the compus is solidly on excellence in undergraduate instruction. We seek condidates who can demonstrate a similar commitment.

SCHOOL OF EDUCATION

EDUCATIONAL ADMINISTRATION AND SU-PERVISION—Assistant/associate professor. tenure track. Doctorate in Educational Admintenure track. Doctorate in Educational Admin-istration, Tennessee Administrator or Supervi-sor Certificate or equivalent. Experience as su-perintendent, instructional supervisor, or prin-cipal. Teaching experience at the university level. Dattes include teaching, advising, serv-ice to public schools, scholarly productivity, and supervision of practica, Review of applica-tions will begin on February 19, 1932 and will continue until the position is filled. Starting date is August 1, 1992. is July 1, 1992.

HEALTH EDUCATOR—Assistant/associate professor, tenure track. Dactorate in Health Education or related area. K-12 and college teaching, strong interpersonal and communication skills, evidence of scholarly productivity, and certification in CPR and First Aid. Candidate must have the ability to teach a variety of school and community health courses and physical education. Health education, promotion of wellness and scholarship are expected. Screening of applications will begin on March 2, 1992 and will continue until position is filled. Start date is August 1, 1992.

Submit applications to: Dr. Gary S. Ruch, Dean, School of Education, The University of Tennessee at Martin, 237 Gooch Hall, Martin, TN 38238. Candidates should include a letter of application, a current resume, and three references. Please specify the position you are interested in filling.

SCHOOL OF BUSINESS ADMINISTRATION

ACCOUNTING—Assistant, associate/full pro-tessor, tenure track. Doctorate, certification and research experience preferred. Responsi-bilities of this position include teaching, re-search and outreach activities. Teaching re-sponsibilities include undergraduate and graduate classes. Research efforts are expect-ed to result in publications that advance knowl-edge angles improve practices in accounting edge and/or improve practices in accounting.

Outreach activities include working with pri-

ment, and wellness. Duties include administration of all academic programs, cooperative arrangements with Athletic Departments, student recruitment, one-half time teaching, supervision of Wellness Center staff, and accreditation activities. Tenure track Associate or Professor level, twelve month position. Screening of applicants will begin on March 2, 1992 and will continue until position is filled. Start date is july 1, 1992.

Outreach activities include working with private and public organizations.

MARKETING—Assistant/associate professor, tenure track. Doctorate in marketing with a publication record preferred. Responsibilities include teaching selected marketing courses at the undergraduate and MBA levels; engaging in research with scholarly productivity; advising students; and participating in administration and governance activities of the school and the university. Applicants should be interested in ollective, innovative teaching and curriculum development.

riculum development.

FINANCE—Assistan/associato professor—tenure track. Doctorate in finance with a publication record preferred. Responsibilities include teaching common body of knowledge courses in financial management and appropriate electives; engaging in research and publications; student advising and general faculty duties such as committee work.

MANAGEMENT INFORMATION SYSTEMS-ABsistant/associate professor—tenure track. Doctorate in information systems with excellent torate in information systems with excellent credentials in business administration and a publication record preferred. Responsibilities include teaching undergraduate and MBA courses; advising students; and participating in administrative and governance activities of the school and university. Applicants should be interested in effective, innovative teaching and approximation affective, innovative teaching and

Appointment in the School of Business Administration above the rank of Assistant Professor requires appropriate experience and a record of research and publication in scholarly journais. Excellent oral and written communication skills and an ability to rolate effectively with all persons served by the university are required. Review of applications will begin Fobruary 19, 1992, and continue until the positions are filled. Starting date is August 1, 1992. Submit applications to: Dr. Gary F. Young. Dean. School of Business Administration. The University of Tennesses at Martin, 102 Business Administration & Building. Martin. Tennesses 38238. Candidates should include a letter of ap-

ation specifying position in which you are rested and a current resume.

The University of Tennosses at Martin is an affirmative action, equal opportunity employer.

We are particularly interested in receiving nominations of and applications from

women and minority candidates.

Economics MA's, ABD's and Ph.D.'s The Civic Education Project—an educational program sponsored by the Soros Foundation and Yale University to assist reform efforts in Central European social science departments—is recruiting young economies for year-long teaching appointments in Czechoslowatia, Hungaly, Romania, Bulgaria, and the Balics. Deadins: February 1/tolling, For brochure and application call (203) 432-3218.

Teaching experience in secondary school setting. Starting date: August 20, 1992. Application deadline: open until filled, Send cover letter, résumé, three letters of reference, graduale school transcripts, and a proposition of the secondary letters.

aged to apply.

Education: Charlestou Southern University invites applications for an Assistant Profestor in Early Childhood/Elementary Education. Position available August 1, 1992. Candidates must have a Ph. D. or Ed. D. in Early Childhood/Elementary Education. A minimum of three years' public school leaching experience at the elementary school level is required. Charleston Southern University is a private, liberal arts institution, affiliated with the South Carolina Baptist Coavenion, with over 2,400 students offering both undergraduate and graduate depress in education. Applications from minority groups are encouraged. Review of applications will begin lanuary 31, 1992 and continue until the position is filled. Send letter of application, resumd and references to: Dr. Parrick Bower, Department of Education, Charleston, University, P. O. Box 10067, Charleston, South Carolina 29411. Charleston

EDUCATIONAL LEADERSHIP Fall 1992

Full Professor of Educational Leadership. The candidate must be able to demonstrate a strong commitment to the educational adjustment and to the development of a doctoral program focusing on the growing cultural diversity of central and south Texas. Responsibilities include serving on the doctoral development can approximate responsibilities include serving on the doctoral development team, supervising research, teaching, advising students, and anxisting in the originage development of a strongly cutchlished Master's Degree and Certificate programs in Educational Leadership, Required qualification: Doctorate from an excredition institution, a record of schularship commensurate with approximent to Full Professor rank with tenure, successful university teaching experience with approximent to addressing the needs of a culturally diverse population; collaborative experience with public school districts. Sends a letter of application; collaborative experience with public school districts. Sends a letter of application stating increast in the position and a summary of how the required qualifications are need and an understanding of the educational administration reform movement. Along with the letter, please include a with, a flat of five people who may be curacted as references, and transcripts. Mail to: Chair, Educational Lesdership Search Committee, Division of Education, The University of Terna at San Astonolo, San Antono, Texas Palvolof M. The deadline for submission of applications is March 1, 1992. The UTSA is an Affirmative Action, Equal Opportunity employer. Women and minomities are encouraged to apply.

functions The Department of Education at the College of St. Francis invites applications for a full-time faculty position at the Assistant Professor level beginning August 1992. Responsibilities: classroom instruction—Educational Psychology and other state certification courses, supervision of student teachers, academic odvining, and service to the department. Qualifications: Ph.D.Zed.D. required; minimum of three years successful elementary and/or secondary teaching experience required; college teaching preferred; premizational and interpersonal skills; and an understanding

Southern University is an affirmative action employer and does not discriminate on the basis of race, color, national or ethnic origin, handleap or sex.

Education: The Department of Education at the College of St. Francis is a Catholic college of St. Francis in the interest arts and career programs in the interest arts and surface of St. Francis invites applications for a full-time faculty position at the Assistant Professor level beginning August 1992. Responsibilities: classroom instruction—Educational Psychology and other state certification courses, supervision of student teachers, academic advising, and sorvice to the department. Qualifications: Ph.D.Fad. D. required; minimum of sheet years' successful elementary analor sectors and transcripts to Ms. Joanne Corcona, Education Search Secretary, College of St. Francis. S00 Wilcox Street, Jolet, Illinois 60435. Review at applications will begin February 15, 1992, and will continue until the position is filled.

School of Education

We invite applications for an Assistant Professor position in the Educations from women and minornies are especially encouraged. This tenure-track appointment will begin in August 1992, and it provides an opportunity to assume a central role in the School's Master's, Februational Specialist, and doctoral programs in Educational Administration. These programs corrently enroll approximately 150 part-time and

governance; and provide service to the field.

1. A brief cover letter which explains professional education, experience, and suitability for the position

The search committee cannot consider other unsolicited materials.

The College of William and Mary





FACULTY POSITIONS

Unity Cullege, a small, independent college founded in 1965, offers bachelor's and associate degrees specializing in natural resource management within a liberal arts context. Majors include conservation law enforcement, outdoor resource hadden the conservation of the context recreation leadership, paik management, environmental policy, wildfile, aquaculture, lisheries, other environmental sciences and a bachelor of aris in interdisciplinary studies. Unity's mission includes: 11 education of motivaled students from all state of previous educational experience. 2) importance of all forms of experiential education; 3) general education requirement of forty percent of all course

Located on 185 acres of ficids and woodlands set among the rolling hills of central Maine, the college strives for a selective enrollment of 425 students who form a close-fault community with faculty and staff—all of whom share a love of the outdoors and a commitment to the personal development of each individual. Unity is a small New England lown within easy driving distance of Maine's famous seacoast, excellent skiing and the cities of Waterville, Augusta and Bangor.

Positions will be filled at the rank of assistant professor to professor and salary (1991-92 range, \$22,500-\$33,250), both commensurate with experience. Unity College faculty enjoy academic freedom with long-term contracts instead of

Courdinate Ecology major, share enthusiasms in Plant Systematics, Plant Physiology, and Floritculture and participate in General Biology and advanced Ecology. Master of Science required

ENGLISH Teach composition, American litera courses, Ph.D. In English preferred. on. American literature and other interdisciplinary humanities PARK MANAGEMENT

Overse growth of the Park Menagement major, develop and teach courses such as Introduction to Park Management, Interpersonal Relations, and upper level courses, as well as oversee an active internship program. Work in conjunction with Conservation Law Enforcement and Outdoor Recreation programs. Requirements include work experience in the field of park management, teaching experience, a master's degree is required, doctorate in park management or related field is preferred.

PHILOSOPHY/HUMANITIES

PHILOSOPHY/HUMANITIES
Team-teach upper-level course on Great Issues and possibly lower-level course on Humanities in World Civilization. Provide wide array of non-major philosophy courses which may include ethics, social and political philosophy, religion, philosophy of science, and aesthetics. Ph.D. preferred.

TO APPLY: Please send letter of application, résume and names of at least three

Provost's Office (Faculty position) Search Unity College Unity, ME (4988-9502

Application review begins on February 12, 1992. Unity College, an equal oppor-tunity employer, encourages applications from women and minorities.



OAKLAND COMMUNITY

ENGLISH

Oakland Community College is currently accepting applications for a full-time, ten-month faculty position in English. The College is a public multi-campus institution located in suburban Detroit, Michigan, it serves 29,000 students in nearly one-hundred programs, most of which lead to an associate degree.

Qualifications: Master's Degree, or higher degree, or equivalent, in English or English Education. Preferred candidates for this position must have course work and experience appropriate to teaching developmental, basic, and regular freshman writing courses. They should be current in the theory and practice of composition instruction. Recent course work and/or experience in teaching remedial and developmental reading courses is also highly desirable. Selary: Commensurate with background and experience. Excellent

Applicants will be required to complete an application form and provide a current résumé, copies of transcripts for all degrees earned (photo copies acceptable), and salary history.

To receive an application form, please call the Human Resources Department at (313) 540-1578. Refer to position no. 92-03-c. Deadline to epply: completed applications must be returned by 5:00 on Friday, February 14, 1992 (postmarks not accepted).

An Equal Opportunity, Affirmative Action Employer

Education: Rusers, The State University in Canaden, New Jerney, Invites applications for a full-time founce track Assistant Professor of Education beginning Sertember, 1992. Applicants must have an earaed doctorate in Curriculum and institution. doctorate in Curriculum and instruction and evidence of experience and interest in urban education. Preference will be given to candidates with rubilications, community service and teaching experience. Send eleters of application, currect vitate and references by Fabruary 17, 1992 to the Education Department Chaliparson: Mirram T. Chaplin, Department of Education, Rutters University, 311 North Fifth Surcet. Canden, New Jersey 08102.

to chants are vita positications, community acrycics and teaching experience. Send letters of application, current vitae and references by Fobruary 17, 1992 to the Education Department Chairparson: Mirisam T. Chaplin, Department of Education, Rutgera University, 311 North Fifth Street.

Camben, New Jersey 68162.

Camben, New Jersey 68162.

Camben, New Jersey 68162.

Categoria Austral Professor, feature track, August, 1992, Ed.D.Ph.D. and acholarly productivity required. At least three years of teaching experience at the K. 4 level. Elementary generality in language arts and reading. Teach early childhood curriculum and methods, NCATE knowledge desired. Benchelor's and methods with the early childhood and crading. Teach early childhood curriculum and methods, NCATE knowledge desired. Benchelor's and methods and middle grades education and secondary education minor offered. NCATE acceptation minor of the language of the

LYNDON STATE COLLEGE **FACULTY POSITIONS**

Fall, 1992

Lyndon State College is a vigorously growing comprehensive institution with degrees through the master's level. Nestled in the mountains of Vermont's Northeast Kingdom, Lyndon enrolls 1,150 undergraduate and 200 graduate and non-degree students, and employs 60 full-lime and 50 adjunct faculty.

Lyndon's faculty are especially attentive to an academically diverse student body, including a growing number of non-traditional students. The College's mission emphasizes personal attention to individuals. Faculty are active in campus governance and community service, while effective teaching is an important measure for continued employment. Successful candidates will also demonstrate ability to work harmoniously with col-

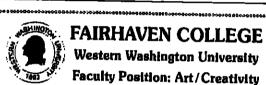
Salary is commensurate with experience under collective bargaining guidelines; generous benefit package is provided.

ECONOMICS: Tenure-track Assistant Professor in interdisciplinary Socontrollers Tenure and National Processor in Interactionary So-cial Sciences Department to leach macroeconomics and microeconomics as well as advanced courses. Experience/ability to work with Social Science teacher education program desirable. Ph.D. in Economics for award of tenure; may appoint A.B.D. with active pursuit of doctorate.

ENGLISH: Two tenure-track Assistant Professor positions with combinations in Renaissance, Seventeenth and Eighteenth centuries, Writing Process or Advanced Composition. All English faculty teach services courses in writing or genre courses in the program. Ph.D. in English for award of tenure; may appoint A.B.D. with active pursuit of doctorate.

MUSIC: One tenure-track Assistant Professor for one-person department, teaching service courses and pre-professional majors in Communications and Elementary Education. Background in contemporary and non-classiral forms, technologies (MIDI) and practice destrable. Wilt coordinate adjunct instructors in applied courses; opportunity to develop curriculum to individual atrengths. Ph.D. or M.F.A. in Music for award of tenure; may appoint A.B.D. with active pursuit of doctorate. Send letter of application and vita (listing names and phone numbers of at least three references) to Chair, Faculty Search Committee, c/o Dr. Rex C. Myers, Academic Dean, Lyndon State College, Lyndonville, VT 05851.

Position will remain open until qualified applicant is found; review of applications will begin March 2, 1992.



Fairhaven College is building a culturally diverse curriculum, laculty and student body and strongly encourages applications from formule and various minority candidates. Preference will be given to applicants who can serve well an increasingly diverse university community. Candidates should be practicing artists with domonstrated interdisciplinary interests and seaching skills. These should include the ability to communicate effectively their knowledge of creativity and the creative process, and of American ethnic and minority arts. Reccuss of will also be considered.

Duties include instruction and advisement of students who are encouraged to take on unusual degree of responsibility for the structura and content of their own education but ruction sends to be either in small 110- to 20 student) classes or in illociting included load students and perspects. The mode of education is highly interactive, both among the students and between the students and faculty.

Employment will begin September 15, 1992. Salary is negotiable subject to qualifications and funding. We will begin considering applications on March 1, 1992. Send cover letter, résumé and names of times references we can contact to:

Georgia Garr, Hirlog Committee Patrhaven College, M5 9118 Western Weebington University - Ballingham, WA 98225 Phona: (206) 676-3680,

Fairhaven College and WWU are committed to enhancing the diversity of the faculty. Minorities, women, Vietnam era veterans and persons with a disability are strongly uncouraged to apply. WWU is an equal opportunity, effi

MATHEMATICS EDUCATION WESTERN ILLINOIS UNIVERSITY

The Department of Mathematics Invites applications for a tenure-track position in Mathematics Education at the assistant professor level beginning fall 1992 subject to funding. The successful candidate will become part of a core of several members in mathematics education within the Department of Mathematics. The Department of Mathematics is responsible for content and methods courses for elementary, middle, and secondary mathematics teacher education at both the undergraduate and graduate levels in an active mathematics education program. Excellent opportunities are available for in-service consulting and professional development. Doctorate required. The successful candidate must demonstrate superior teaching and participate in research and service activience are especially encouraged to apply.

Send curriculum vitae, photocopies of graduate transcripts and as a service and and activities.

Send curriculum vitae, photocopies of graduate transcripts and at least three letters of reference to: Mackinley Scott, Chairperson, Depart-

THE SELECTION PROCESS WILL BEGIN FEBRUARY 17, 1992. WIU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. APPLI-CATIONS ARE ESPECIALLY INVITED FROM MINORITIES, WOMEN, AND HANDICAPPED PERSONS.

Education: Small, private liberal arts colliges with professional programs seeks assistant or associate professor for understand and produce education programs. Responsibilities, in addition to teaching and advising, include supervision of student leachers and project eithers in M.Ed. Program. Doctorate, secondary or elementary experience, and experience with reading instruction required. Knowledge of defining instruction required.

COMMUNICATIONS Applications are now being accepted for six expected tenure-track positions in the School of Public Communications, a recognized leader in mass communications aducation. The School properse 1,600 undergraduate students and 150 Master's Degree students for careers in print and broadcast journalism, stepision, radio, photography, advertising, and public relations. A small decision, radio, photography, advertising, and public relations. A small decising program is also efferted. The faculty consists of 50 full-time tenurs track and visiting professors. The School's physical facilities are among the most strack in the nation. Successful candidators will enter an ortucational environment a which excellence in the claseroom is a necessary condition for success. Factly are also expected to engage in scholarly and creative activity that bring distinction to the School.

S.I. NEWHOUSE SCHOOL

of PUBLIC

cases where professions, the MA or MS degree is required (except in highly wavel cases where professional experience is particularly strong). The PhD degree may be preferred depending on the candidate's scholarly agends. Evidence of scholarly and teaching potential are required. All positions start August 1922. A. Assistant/Associate/Full Professor to teach Public Relations principles writing and campaigns. Strong professional experience is dealed, particularly business and corporate communications. Rank and salary regoliable.

B. Assistant/Associate Professor to toach Advertising courses in oppyring for both print and broadcast media, the conception of advertising campage, and innovative problem solving in marketing. Strong professional experience a desired. Rank and sellary negotiable.

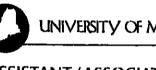
C. Assistant/Associate Professor to teach Broadcast newswriting, reporting and producing. Significant professional experience in broadcast news, pationarity at the network level, is preferred. Knowledge of computers and interest introducing computers into broadcast news education is desired. Rank and salary negotiable.

D. and E. Assistant/Associate Professors to teach in at feast two of the following areas: video and/or sound production, writing for the electronic media electronic media management and programming, electronic media chicisa and public policy formation for the electronic media. Knowledge of computers manage information in the electronic media is desired. Rank and salay negoliable.

F. A sixth position is available for a candidate who can teach in both a breaker journalism program and a television/radio/tilm program. Must possess presented it is that combine elements of C. D and E (above). Knowledge of computers is desirable. Rank and safery negotiable at the Assistant or Associate lease.

Applications will be reviewed beginning in late January and all searches to continue until the positions are tilled. Please provide a detailed vita, evidence i professional and/or acadomic achievement, and the names and phone number of four references. All applications should be addressed to the appopute chaliperson (listed below) at the S.I. Newhouse School of Public Communications, 215 University Place, SYRACUSE UNIVERSITY, Syncuse, NY 13244-2100.

A. Professor Elizabeth Toth B. Professor Caria Lloyd C. Professor Dona Hayes C. Professor Peter Moller Syracuso University is an Alfirmative Action/Equal Opportunity Employer, Wa are committed to a multicultural environment and encourage minories and



UNIVERSITY OF MAINE at Machian

ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION

(With emphasis in Middle Level Education)

The Education Division of the University of Main at Machies has a tenure track opening for a parson with strong academic background expertise in middle level philosophy, curriculum development and methodology, and in foundations of education. Applicants should have recent middle school level teaching experience, commitment to excellence in teaching and interest in environmental/inclural resource applications in teaching. Doctorate pre-

Responsibilities: Teaching, advising, supervising field experience, public service; and willingness to participate in development/delivery of middle level teaching education program, emphasizing interdisciplinary/learn teaching. UMM/public school partinerships serve k4 schools, including two Native American reservation schools. Position to be filled by SEPTEMBER 1, 1992. Consideration of applications begins MARCH 31, 1892, and will continue until position is lilled. Candidates should submit: letter of application; detailed curriculum vitae: minimum of three letters of reference; and a brief statement describing goals and interests to: Virginia S. Cheney, Chair, Education Division, University of Maine at Machies, 9 O'Brien Avenue, Machies, ME 04654; (207) 255-3313, extension 235.

The University of Maine at Machias is a 1,000-student, independently accredited campus of the University of Maine system offering undergraduate degrees in education, liberal arts, science and business. Machias is on the Maine coast, 85 miles from Bangor, 65 miles Bar Harbor. The ocean, lakes, rivers and forests areas provide unusual

The University is an Equal Opportunity, Affirmative Action Employer.
Minorities are encouraged to apply.

Cation or lechnological trackground is Iducational Measurement/Research to include supersymmes successful sixtent professor with research operations still the include supersymmes successful sixtent professor with research operations and examed decimals. sibilities include supervising students in reacticums, teaching graduate and undergraduate classes. Significant public school teaching experience is required, us to the doctorate (completed or usured). George Fox College is related to the evangelical Priends church, and tecks foculty who are committed to the Christian faith and its values. Send observed spilication, resume, and the names of three references by I chruzy 24, 1992, to Lee Nash, Vice President for Academic Affairs, George Fox College, Newberg, Oregon 97132.

School is seeking a principal/administrator for 1992-1993. Suburban Orlando area school is seeking a principal/administrator for 1992-1993. Suburban Orlando area school has 625 students in K-8 gardes. Seeking mature candidates who are practicing Catholics, with prior administrative experience in Catholic schools, possess a Master's degree in Educational Leadershup or related field and are certified in Administration and Supervision. Salary commensurate with experience and qualifications. Replies and resumés should be sent to Mrs. Marty Hecklin, clo Salati Mary Magdalen Church. 861 Mailand Avenue, Allamonta Springs, Florida 2701 by Tebruary 29, 1992. The Dioceso of Orlando is an Equal Opportunity Employer.

sistent professor with research organiant reacher education, and earned doctorian reacher education, and earned doctorian or discatural psychology, education related area; and public school teaching experience with strengths in measurance, evaluation and strengths in measurance, evaluation and strengths in measurance, evaluation and strengths in training the purposition of the particular teacher education programs, as well as teaching an undergradient of the particular in measurance in particular ites. The Department is particularly ites. The Department is particularly ites. The Department is particularly interested in appointing an individual site interested in appointing an individual selection of the properties of the programs of the pro

RULLETIN BOARD: Positions available



Sr. Edward's University invites applications and nominations for fall 1992

Bilingual Elementary Methodologist

Teach courses in bilingual elementary methods, reading, content areas, language acquismen and ESL. Supervise field interniships and bilingual student teachers. Promote the bilingual education program throughout the state. Perform other responsibilities expected of hill-time faculty. Earned Doctorae with graduate work in bilingual elementary curriculum, language acquismon and ESL. Competent to deliver college level instruction in Spanish and a minimum of 3 years' teaching experience, preferably at the elementary level. Managerial skills in program administration important. College level achieve experience preferred. aching experience preferred

St. Edward's University is an independent Catholic university with a con-minent to a diversified community. Our current entellment is 3,000. The campus is located on a hillrop overlooking Austin, the capital city of Texas. The ichool was founded by the Congregation of Floly Cross and chartered

Salary: \$27,000-832,000 for 9 month tenure track appointment. Rink: Commensurate with qualifications and experience.

Review of applications will begin February 7, 1992, and will continue until position is filled. Submit letter of application, complete curriculum vitae, representative publications/papers, official transcripts and three letters of reference regarding professional performance to:

Dr. Frank Smith, Dean School of Education, Campus Mail Box 1056 Sr. Edward's University 3001 South Congress Avenue, Austin, Texas 78704-1489 St. Edward's University embraces excellence through diversity and especially ecourages applications from members of underrepresented groups

Educational Administration/ Leadership Faculty

ARKANSAS STATE UNIVERSITY Jonesboro, Arkansas

Podlions—Two nine month, tenure track positions at the rank of associate or full professor. To begin service August 15, 1992. These professors will hold task in the Department of Educational Administration & Secondary Educarank in the Department of Educational Administration A Secondary (ducation and will be appointed as core faculty to the university's Center for Excellence in Education—a newly established and with responsibility for implementing ASU's first doctoral degree (the Ed D) degree in educational teadership). Moreover, advertises and expectations include teaching in specialized areasty of expertise, adversing/directing graduate student research (especially that of the total students in educational teadership), and conducting and publishing significant research in educational teachership.

Qualifications—(1) thicturate in educational administration or leadership, thesperience as a faculty member in a doctoral-level educational administration readership program, with significant experience chies ing doctoral student research and discertations; (1) competence in wholse hip demonstrated through publication in respected reference purnals, (4) themostrated competence in teaching at the conversity level, (5) personal characteristics which will contribute to the racial anclor gender diversity of the center and department; and, for one of the two prostumes, (6) interest and qualitic atting beach courses in advanced quantitative ancloring qualitative research methodology. Qualifications—(1) disclosure in educational administration or leadership.

Application Procedure—Submit better of application for burling description of areas of teaching and research expertise in the field of educational administration/leadership), resume, transcripts, a list of references uncluding addresses and phone numbers), and other pentinent supporting materials tell, article reprints, student evaluations, course syllabil, but of dissertations chaired during the past live years) to. Or, Lorda Wesson, Search Committee Chair, Arkansas State University, Post Office Bros. 27(1). State University, AR 7467-2781. Applications will be accepted until the position is filled or the search is closed. Review of applications will begin immediately, those submitted before February 15th are assured full consideration. ASD is an Equal Opportunity and Aftirmative Actum Employee protected collisions and naturally applicants will be given preference and are invited to identity themselves in the application process. Application Procedure—Submit letter of application for linting description

A THE RESIDENCE AND A SECOND CONTRACTOR OF THE PROPERTY OF THE

Educational Psychology/Davelopment: The Department of Educational Foundations at the University of Wisconsin-Whitewater is neutring still-time Assistant or Associate pulses for a tenure track position beginning Aspust 23, 1992, to tench graduate tasky muderapiduate courses in Educational Psychology. Child Development and the Assistance of the Course ador Adolescen Development which are bught in conjunction with a multicultural fadwork experience. Qualifications: An emed doctorate or an A.B.D. in Laduca-local Psychology. Human Development, or related feel, Public school teaching ex-perience in multicultural environments as potence in multicultural environments as desired. Application. Send letter of application, with three letters of recommendation and the send letters of recommendation. ction, via, three letters of recommendation and all undergraduate and graduate
mascripts to: Dr. James Raffini, Chair,
Department of Educational Foundations,
Inventy of Wisconsin-White-water,
Wisconsin System is required to release,
within two days of a request after the deadtion to days of a request after the deadtion to days of a request after the deadloss, a combined list of all mominees and
minimals without differentiation. UWWisconsin System is required to replace
to the two days of a request after the deadloss, a combined list of all mominees and
minimals without differentiation. UWWisconsin without differentiation. UWWisconsin members of minority groups, peryear with distabilities, and Victnam-era
Victnam are excouraged to apply.

Bennetary Education: Presented Man.

Benestary Education: Department Head. Strokestranged Susquehanns University testended Susquehanns University teach curriculari methods and/or reading teach curriculari methods and/or reading and server as Department Head in Education. Candidates should have a record of effective college teaching, strong management skills, and experience in teaching students, and experience in teaching students are excouraged to apply. Position begins

August 24, 1972 Applicants should send a letter of interest, a curriculum vine, and three current letters of reference, by February 21, 1992 to 187 Donald D. Housley, Dean of the School of Arrs and Sciences, Suspichanna University, Schwarder, Pennsylvania 1980-1091, Susquehanna is an AA/F(18; employer

Elementary Education: Assistant Professor. Tendre-track position beginning September 1, 1992. Salary negutiable. Farmed doctorate in curriculum and instruction with excernic in instructional replications and computers in elementary science, math, or social studies. Minimum of three years teaching on the elementary science (K-6) resocial shides. Animhum of thee years teaching in the elementary school (K-6) required. Interest in research and writing fur publication. Responsibilities middle teaching understraduate courses in math, science, and teaching with the use of computers in elementary, education and teacher education, teach graduate courses in areas of experiency held supervision, academic advisorment; and professional service activary. Review of applications will begin February 15, 1992. Send resumed, three feiters of recommendation, transcripts, and placement rispera to the Briga Coopernan, Recruitment Chair, Department of Plementary Education and Reading, State University College at Byffalo, 1906 Elmwood Avenue, Buffalo, New York 14222 SUCB is an affilingative action, equal opportunity employer.

ure-track position in Mana courses. Candidates should send a letter of application and vila to Of-fice of Personnel Services, Truy State University, Troy, Alabama 36082. Position open until filled. Troy State University is an Affirm-ative Action, Equal Opportunity Employer.

The AEI is looking for 1-2 full-time ESL professionals to begin Sept. 1992.

divorsity.

ure-track position in Management heginiting september 1992. Ph.D. in Management or participation in a doctoral program preferred. Troy State University is located 50 niles south of Montgomery, Alahama with 4,300 students enrolled. Primary leaching responsibilities are in principles of management, policy and decision making, personnel, labor relations, and other management courses. Candidates should send a letter of application and vita to Of-

1992.

Qualifications: MA in Applied Linguistics/ESL, min. 3 years teaching experience. Prefer exportise in CALL, testing, SLA research and/or teacher training. Dutles: Teaching English to matriculated and intensive students, participating in AEI research and dovolopment projects, and interacting with students and faculty in Linguistics Dept.

Salary: \$20-25,000 for 9 mc. another 1/3 for summer. Good bonefits. Send CV, 3 letters of recommendation by Feb. 21, 1992.

MANAGEMENT

ESL Professional American English Institute University of Oregon

ponetits. Send CV, 3 letters of recommendation by Feb, 21, 1992 to Dr. Jacquelyn Schachter, Dir. AEI, 107 Pacific Hall, Univ. of Oregon, Eugene, OR 97403, Tel (503)348-3945, FAX (503)348-3917. Alt finalists will be interviowed at TESOL 92 in Vancouver. The UO is an AVEO institution committed to cultural diversity.

Troy State University, Sorrell College of Business announces a ten-The University of San Francisco is a private Jenuit, Catholic institution with an enrollment of approximately 6,000 students. The College of Professional Studies was established in 1975 to administer undergraduate and graduate degree programs that integrate experiential and classroom learning. These programs have been designed to meet the unique needs of the University's working adult students. We invite applications for the following faculty positions: Department of Organizational Studies: The Department offers coursework leading to undergraduate and graduate degrees in the following areas: Information Systems Management, Organizational Behavior, Applied Economics, Human Resources and Organizational Development.

•Eamed doctorate in an appropriate academic discipline such as Social Psychology or

olosely related applied social actence
Strongly Preferred: «Recent record of published research in organizational studies

UNIVERSITY OF SAN FRANCISCO

College of Professional Studies

Minimum 2 years of college or university teaching experience preferred
 Practitioner background in organizational consulting or human resources development
 Experience in curriculum design & course development for adult centered programs.

Assistant Professors: Two full-time positions. One will conduct research to make contributions to the field and teach and develop courses in the following areas: Information Systems Design & Development, Information Resource Management, Telecommunications Management, Policy, Law and Boocomics, New Telecommunications and Information Technologies, Instructional & Education Technologies. Strongly preferred: Practitioner background in telecommunications or information systems management. Practical experience or strong research interest in the integration of information technologies in complex organizations.

The other Assistant Professor will conduct research to make contributions to field of Organizational Studies and teach couries in Organizational Communication, Group Dynamics, Training and Development, and Diversity in the Workpiece. Strongly preferred: Practitioner background in Human Resources Development.

Department of Interdisciplinary Studies: The Department offers a variety of courses leading to degree completion for the college's undergraduate and graduate students, academic advising, and the evaluation of experiential learning for academic credit.

Professional Requireme

Required: "Earned doctorate in Philosophy or fleid closely related to Ethics.

Strongly Preferred: "Recent record of significant research/publication ethics

Minimum of two years of college or university teaching experience

Assistant Professor, Ethics: He/She will teach and develop courses across programs in Social Ethics and Organizational and Administrative Ethics.

These are full-time positions, first year probationary appointments followed by renewable multi-year terms. Starting date for the above positions is September 1, 1992. Screening will begin March 15, 1992, and is subject to final budget approval. Positions will remain open until filled. Pleases statement of teaching and research interests, a current resume, and the names and phone numbers of at least three references to:

> Personnel Services University of San Francisco 2130 Fulton Street San Francisco, CA 94117-1080

The University of San Pranciaco is an Equal Opportunity and Affirmative Action Employer and encourages applications from qualified women and minorities

A Department of Defense Career Opportunity PROFESSOR OF ACQUISITION



INDUSTRIAL COLLEGE OF THE ARMED FORCES NATIONAL DEFENSE UNIVERSITY Fort Lesley J. McNair, Washington, D.C. 20319-6000

As Professor of Acquisition, you's prepare and teach ourse material in Systems Acquisition. Delense industry Studies and advanced studies courses on such topics as Contracting, II.S. Program Management or other related fields. Students are senior military officers and government civilian exocutives, systeally with advanced degrees. Position also involves doing research and supervising student research on issues at the national level, and serving as expert consultant in the field of sequisition as it relates to the Department and Agencies of the Federal government. Selary sanges from \$53,645 to \$86,901 per year. Position and selary are contrigent upon bunding Qualifications include formal education and preficed experience in acquisition. Octoral degree in a Covernment, Business or related discipline is destrable. Applicants must be able to obtain a Top Secret security clearance.

o cozan a 10p Secret security cearance.

Apply by sending SF 171 or complete curriculum vitae NLT February 10, 1992 to
National Defense University

Attn. Civilian Personnel, Bidg. 62, Rm. 2A120

Fort Lesley J. McNair, Weshington, D.C. 20319-6000

(202) 287-9380 or DSN 667-9380

An Equal Employment Opportunity Employer M/F

Interest in research and writing for publication. Responsibilities include teaching undergraduate courses in math, science, and social studies courses in math, science, and social studies coursed in math, science, and social studies coursed in math, science, and social studies courseling teachers; field supervision, academic advisement; and professional begin February 15, 1992. Send disumed, three letters of recommendation, transcripts, and placement papers to: Dr. Bryna Coopernaan, Recruitment Chair, Denartment of Klementary Education and Reading, State University College at Buffalo, 1906 Emwood Avénue, Buffalo, New York 14222, SUCB is an affirmative action, equal apportunity employer.

Elementary Education: Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses with emphasis in elementary school nothods. Also required are student advisement and participation in division planning activities. Doctorate in Elementary Education, jublic school teathing experience, background in

curriculum development/instructional de-sign, and solid student advisement experi-ence are required. Send application to Dr. Kenneth C. Conroy, Academic Denn, Quincy College, 1800 College, Quincy, Illi-nois 62301. Deadline: January 31, 1992. EOE.

Elementary Education: Assistant Professor of Education. Indiana University Southeast. The Division of Education teeks an individual qualified to teach updergraduate Elementary Melbods and to conduct field supervision. The position is available beginning August, 1992. A doctoral degree in Elementary Education or Curriculum and instruction, a strong background in General Methodology and in Early Childhood, Language Aris, Mathematics Education or Social Studies Education, and three years teaching experience in an elementary classroom are required. Candidate will be expected to work closely with area schools to develop and provide in-service educational opportunities. Knowledge of computer ansisted instruction is desirable. Screening of

WESTERN NEW MEXICO UNIVERSITY

Western New Mexico University, a small regional university having an enrollment of 1,900 students, invites applications for an Assistant/Associate or Full Professor of Biology, tenure

The condiciate should be able to teach diverse subjects from freshman level to more advanced courses, including anatomy, microbiology, physiology, cell biology, parasibility, and invertebrate biology. Western's primary function is excellence in teaching. Research facilities are minimal Enthusiasm for teaching, broadth of knowledge and ability to communit my are considered essential. Final applicants will be expected to make a thirty-minute lecture on subject

of their chaice in frant of beginning science students. A Ph.O. in a hiological science and leaching experience are required. Salary range \$22,000-\$36,750, nine months. Starting date fall 1992, review of applications beginning February 20, 1992, position will remain open until filled.

To apply, send cover letter expressing philosophy of education, resume, transcript bearing evidence of terminal degree and three fellers of recommendation to Biology Search, Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062. Official transcriuts will be required of candidate when hired. W N M U — AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

applications will begin on February 7, 1992 and continue until the position is filled. Send applications, nominations, viace transcripts and names, addresses and phone numbers of three references to: Personnel Office. Search and Screen Committee, (US, 420) Orant Line Road, Boy 91-13, New Albany, Indigas 47150, IVS is an Affirmative Action, Equal Opportunity Personal Personnel Office.

Employer.

Bementary Education: Kutztown University lovies applications for one (1) one-year temporary, full-time rosition which will be a subbelical leave replacement in the Department of Elementary Education university intoratory school beginning with the Pali 1992 semester. Responsibilities include working with 5, 6 year-olds, coordination of prasminal involvement program, supervision of preservice teachers, and development of demonstration lessons. Salary will be based on rank at the Instructor or Assistant Professor level. Preferred qualifications include a minimum of dive years of teaching experience at the early childhood and kinderparten school tevel, current Pennsylvania leacher certification, and a doctorate degree in early childhood education. Required qualifications include a master's degree in early childhood education, resumé, official transcripts, and three current letters of reference to Dr. Alicia L. Montoya, Search Committee Chair. Department of Elementary Education, Colege of Education, Kutztown University, Kutztown, Ponnsylvaria, 19530, Application deadline in February 20, 1992. Kutztown University, with an ouroliment of 7,600 students, is state university in the

Elementary Education: Kutztown University Invites applications for one (1) one-year temperary. Itali-line position which wil be a sabbatical leave replacement in the Department of Elementary Education beginning with the Fall 1992 semester. Responsibilities include reaching of undergraduate ning win tope rail 1992 temposter, Responsibilities include teaching of undergraduale courses in social studies and language arts, supervision of studients during the professional semesier, scademic advisement, and committee work. Starry will be based on rank at the instructor or Assistant Professor level. Preferred qualifications include a minimum of three years of teaching experience at the early childhood/elementary/middle school level, current teacher certification in elementary dutation and a doctorate in an appropriate academic area. Required qualifications include a master's degree in an appropriate academic area. Repulicants should send a letter of application, résuné, official transcripts, and three current letters of reference to Dr. Aucia L. Montoya, Search Committee Chair. Department of filementary Education, Culcieze of Education, Kutztowa University, Sutztown, Permyslvania 1930, Asplication desagness.



MAXON DISTINGUISHED PROFESSOR OF FINANCE

College of Business

Ball State University's College of Business seeks applications for the Maxon Distinguished Professorship of Finance. This professorship was made possible due to a significant contribution from the Maxon Corporation, a Muncie area manufacturer of industrial heating equipment.

tion, a Muncie area manufacturer of industrial heating equipment.

The University is located in Muncie, Indiana, a city of around 80,000, approximately 50 miles northeast of Indianapolis. It is a comprehensive regional university of about 1,150 faculty and over 20,000 students. The College of Business is fully accredited by the AACSB on both the undergraduate and graduate levels with six departments: 1) Accounting: 2) Ituationess Education and Office Administration: 3) Economics: 4) Finance; 5) Management Science; and 6: Marketing. There are over 110 full-time faculty, 20 contract faculty, and 5,000 business students. Business programs lead to the AA, BS, MBA, MS, and MA degrees.

The Department of Finance offers a full range of courses in the areas of financial management, investments, international financial markets and institutions, real estate, insurance, and business law. The undergraduate and graduate programs of the college are fully accredited by American Assembly of Collegiate Schools of Business.

Qualified applicants must have the following characteristics: a doctorate in finance from an AACSB accredited institution, a documented record of teaching effectiveness, a record of scholarly achievements and ability to serve as a mentor to young finance faculty, and overall qualifications that will qualify the candidate as a tenured full professor of finance.

will quanty the candidate as a tendred in profession of mance.

Screening of applicants will begin March 1, 1992, and will continue until
the position is filled. Applicants must submit a letter of application, curriculum vitae, copies of undergraduate and graduate transcripts, and the
names and telephone numbers of three persons who can state the applicant's ability to meet the job requirements to: Dr. John F. Hizgerald,
Chair, Department of Finance, WB 301, Ball State University, Muncle, IN
47306-0345. Official transcripts and letters of reference will be required of

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

Ball State

University

FACULTY POSITION IN MUSIC

The University of Maine at Augusta is seeking an Assistant Professor of Music to fill a full-time, tenure track, academic year position in Jazz Studies and any of the following Franci Double faiss/Electric Bioss or Drums/Percussion. Responsible for teaching core curriculum music courses in the Jazz and Contemporary Music program including lecture courses, lessons and ensembles and advising undergraduates. Emphasis in performance area and theory-related ourses, including harmony/jazz theory, transcription. form and analysis. Teaching responsibilities may include other jazz-related areas, pedagogy and/or MIDI and computer applicutions. Must pursue an active program of recruitment and public service, service on University committees and schularly or professional activities. Willingness to use afternative delivery systems leg., interactive instructional television and computer-based learning systems) is essential as well as a willingness to teach non-traditional students. The normal teaching load is twelve credits. Must be accomplished teacher and performer of jazz pianu, double hoss/electric bases or drams-percussion. Muster's required: doctorate or ABI) preferred. College teaching experience and strong performance skills required. MIDI and/or instrumental/vocal pedagogy experience desirable. Hackground in European classical music and/or ethnomissicology. Must be available September 1992. Salary will be mid to upper twenties.

UMA is one of seven compuses in the State University System and offers two-year as well as baccalaureate degrees, including 2-year programs in art, architecture and music, and a 4-year program in Jazz and Contemporary Music. This communer compass and its off-campus centers serve upproximately 5,0004 statents, 90 of whom are majors in the music program. The mission of UMA is to serve both regional and statewide constituencies as the Community College of the University of Maine System. Instruction is delivered at on-campus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capital of Augusta which is midway between the seemic coast and the mountains/lakes regions of the state.

Review of applications will begin February 17, 1991. Position will remain open until filled. Application Procedure: Do not send tapes now. Please send latter of application; current résumé; transcripts; and the names, addresses and phone numbers of three current professional references to:

Chair, Music Search Committee College of Arts and Sciences University of Maine at Augusta Augusta, Maine 04330

THE UNIVERSITY OF MAINE AT AUGUSTA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

CHAIR of BIOLOGY UNIVERSITY of IOUISVILLE

Nominations and applications are invited for the position of Chair of the Department of Biology. The University of Louisville is a state university with 23,000 students. The Department of Biology has 18 faculty with 450 undergraduate majors and 50 students enrolled in M.S. and Ph.D. programs. The Department confers a Ph.D. in Environmental Biology. Research interests in the Department range from molecular to ecosystem studies. Preference will be given to candidates whose research program will complement and support current departmental programs in environmental biology. Candidates are expected to have prior administrative experience, an outstanding record of research and extramural funding, and academic credentials necessary for appointment as prolessor with tenure. Screening of applicants will start March 16, 1992. Send curriculum vitae, stalement of research interests, and names and addresses of three references to: Chair Search Committee, Department of Biology, University of Louisville, Louisville, KY 40292. The University of Louisville is an Equal Opportunity, Affirmative Action Employer, African-Americans, women, and other minorities are encouraged to apply.

PROVIDENCE COLLEGE

Department of Mathematics / Computer Science

Applications are invited for a tenure-track position in Computer Science with a starting date in September, 1992. Applicant must have a Ph.D. In Computer Science and strong interest in teaching. Normative workload is nine credits a semester. Non-Ph.D. will be considered for non-tenure track one-year positions only. Please send letter of application and resumé to Mr. Frank Ford, Department of Mathematics/Computer Science, Providence, Rhode Island 02918. Applicant should have transcripts and three letters of recommendation sent to the same address. At least one of the letters must address teaching ability. Applications received before February 15th will receive full review, but later applications will be considered as long as position remains open. Providence College is a Roman Catholic four-year liberal arts college conducted under the mispices of the Dominican Friers and is an Equal Opportunity, Alirm-allye Action Employer. Minority and women applicants are encouraged to apply.

Elementary Educations (Validown University Invites annications for one (1) one-year temporary, full-time position which will be a subenical leave replacement in the Department of Elementary Education bearing an with the Fall 1992 temperator, Responsibilities include leaching of undergraduate courses in early, childhood communicative sking and early childhood curriculess, seedening of outset many continuities work, and continuition of the dynericans for six-denies obtained the professor of the continuities of the continui

university level and a doctorate in early childhood education with knowledge base in toddlers and infants. Required qualifications include a master's degree in early childhood education. AppEnants about sond a letter of application, résumé, official transcripts, and three current letters of reference to Dr. Alicia L. Montoya, Search Committee Chair, Department of Eleméntary Education, College of Education, Knizowa University, Kniztowa University, and three in Fobruary 20, 1992. Kniztowa University with an earolinent of 7,600 students, is a base undversity in the Pennsylvania State System of Higher Education, Kniztowa University is

DEPARTMENT CHAIR

Department of Health Administration

Southwest Texas State University

The Department of Health Administration in Southwest Texas State University's School of Health Professions is seeking applications and/or nominations for the position of Department Chair. The successful candidate will qualify for a tenure track faculty position at the rank of associate professor or professor. This is a twelve-month appointment with a salary commensurate

The Department of Health Administration is composed of five program areas: Graduate and Undergraduate Healthcare Administration, Long Term Health Care Administration, Healthcare Human Resources, and Allied Health Research. The department is composed of 16 full-time faculty.

Health Research. The department is composed of 16 full-time faculty. QUALIFICATIONS: Applicants must have an earned doctorate in an appropriate area represented by one of the department's programs or related area and a broad understanding of all programs in the department. In addition, experience in college or university teaching in one of these program areas is required. Applicants must have demonstrated leadership in planning, development, and coordination of instructional programs, teaching, and research; demonstrated leadership in recruitment and supervision of faculty, staff, and strudents; and demonstrated leadership in planning and control of budgets in Healthcare delivery systems. Applicants must show evidence of involvement in appropriate national/state professional organizations, experience in working with accrediting organizations, and be able to demonstrate scholarly activity as evidenced by research and publication in peer reviewed journals. Successful grantsmanship is desirable.

RESPONSIBILITIES: The department chair reports to the Dean of the School of Health Professions and serves on school and university committees, performs duties associated with the daily operation of an academic department, and reaches courses in the Department of Health Administra-

Send a letter of application, vira, transcripts, and three current letters of recommendation, and five additional names of individuals who will serve as references to: Dr. Edward H. Seifert, Chair, Health Administration Search Committee, ED 4012, Southwest Texas State University, San Marcos, Texas 78666-4616. Review of applications will begin March 30, 1992 and will continue until a candidate is selected to fill the position. Southwest Texas State University is an Equal Opportunity, Affirmative Action Employer.

BOWLING GREEN STATE UNIVERSITY

Manufacturing: World Class Manufacturing Instructor/Asst. Prof. Instruct plastics processing: metals processing; CNC metal machine operation; hydraulics & pneumatics; quality control; robotics; engineering graphics and Auto-CAD and CAM classes; identify equipment needs, write specs and assist in final selection procedure; provide academic and career guidance for all students in discipline; identify and recommend expendable meterials needed for labs. Qualifications: Ph.D. in industrial Technology, Manufacturing Technology, industrial Education, Engineering Technology, or Mechanical Engineering preferred, misster's degree required; ability to leach courses in areas of competence; and current academic preparation or work experience in CAD, CAM and robotics. Contract Terms: This is full-time academic year position on a probationary track (Ph.D. required) or a temporary contract (master's) with possibility for renewal for up to five years or conversion to continuing lecturer position. Rank will be dependent upon terminal degree.

Methamatics: Instructor or Asst. Prof. Teach intro courses in math including algebra, statistics, calculus, math for elementary ed and developmental math. Qualifications: Doctorate in math or math education represent master's in math or math education represent contract Terms: Full-time academic year position on probationary track (Ph.D. required and rank of Asst. Prof.) or temporary track (master's and rank of instructor) contract with possibility for renewal for up to five years or conversion to continuing lecturer.

Sociology: Instructor or Asst. Prof. of Sociology. Teach social problems, misorities, juvenile delinquency, deviance and social control and criminal justice, social studies (Education) and sociology (Arts & Sciences). Research and professional growth are encouraged. Qualifications: Ph.D. in Sociology required; some teaching experience desired. Contract Terms: Full-time, academic year position on probationary brack. Position available 8-15-92. Interested Individuals please send a letter of application and résumé/vitae and ensure that official transcripts and at least three letters of reference (dated within the pest year) are sent to: Office of the Dean, Prelands College, BGSU, 901 Rye Beach Road, Huron, OH 44839 by 3-1-92.

PSYCHOLOGY INSTRUCTOR

Amerillo College has an opening August 1992 for a person to teach general, child or social, and human relations psychology courses. Master's degree in psychology required; strong preference for Ph.D. Three to the upper social college level teaching averagiones. chology required; strong preference for Ph.D. Three to five years' college-level teaching experience; community college teaching preferred. Salary based on faculty salary schedule; excellent benefits. Open until filled. Send résumé and unofficial transcripts to Personnel Office, Amerillo College, P. O. Box 447, Amerillo, Taxas 79178. An EEO/AA Employer.

an Equal Opportunity, Affirmative Action 7,600 students, is saste unive Employer. Women and minorities are en-

Elementary Educations Kutztown University invites applications for one (1) one semester full-time position which will be a subbalical leave realizement in the Department of Elementary Education for the Pail 1992 semester. Responsibilities include supervision of student teachers, academic adoption of student teachers, academic adoptions of student teachers, academic abe based on rank at the Instructor or Assistant Professor level. Preferred qualifications include a minimum of three years or teaching experience at the early childhood elementary/middle achoof level and a doctorate degree in an appropriate academic area. Recognish cacrinag experience at the carry childhood/
elementary/middle achoof level and a doctorate degree in an appropriate academic
area. Required qualifications include a
master's degree in an appropriate academic
area. Apodicants should send a letter of application, résume, official transcripts, and
three current letters of reference to Dr. Allcia L. Montoya. Soarch Committee Cheir,
Department of Elementary-Education, Colicae of Education, Kujzkown, University,
Kutzowa, Petinsylvans 1930, Appication deadline is Pebruary 20, 1992. Kutztown University, with an enrollment of

recovariates, is state university in the Pennsylvenia State System of Higher Rducations. University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Engineering: The College of Engineering and Applied Science, University of Colorado, Boulder serves some 2500 undergraduste and 900 smaltane students with about 135 faculty. It conducts \$25 million a year in spoasored research, which comprises about half the College's annual revenues. As resources allow, the College is seeking additional faculty from among recent sections additional faculty from among recent in their thesis research, as well seathor schotars known for their research constitution and their isadestration abilities. The College's ten undergraduste degrees are offered through in departments in the College, and through Applied Mathematics and Engineering Physics programs. Oraduste therees are offered by these departments and two graduate programs. The College's departments are: Aerospace Engineering Science; Civil, Environmental and Architestural Ensineering; Chemical

Position in Philosophy of Education

The Harvard Graduate School of Education seeks to fill a position in the field of Philosophy at the Junior (nonenured) or Senior (tenured) level in its Teaching, Curriculum, and Learning Environments Area.

The responsibilities of the position include: teaching introductory graduate courses and advanced seminars in philos ophy as it is related to issues concerning teaching, learning and the purposes of education; advising master's and doctoral students in education whose studies incorporate philosophical components; advising doctoral students specializing in issues related to philosophy of educator and guiding their dissertation work; and conducting a program of original research and publication in the field

Candidates are expected to have a doctorate in philosophy and may come from any one of a number of substantive fields, e.g., aesthetics, social and political philosophy, and philosophy of knowledge. Candidates should also have a substantial interest in the field of education and to issues arising in educational practice.

Application deadline has been extended to February 15, 1992. Please include a brief general statement, a curriculus vitae with a list of publications and the names of three references, a description of research in progress, and two recent publications. Materials should be sent to Vito Perrone, Chair, Philosophy Search Committee, c/o Academic Services, Harvard Graduate School of Education, 122 Longfellow Hall, Cambridge, MA

Applications from women and minority candidates are especially welcomed. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity.

Harvard University

Graduate School of Education

SOUTHWEST MISSOURI STATE UNIVERSITY

Department of Health, Physical Education and Recreation

Physical Education: Assistant Professor, full time, tenure track. Dodorate required with all degree requirements completed by Juna 30, 1992. Major emphasis in Exercise Science. Expected to teach primarily in the required program with opportunities available in the undergraduate and graduate level program. Priority given to strong evidence of research and scholarly publications. Salay's commensurate with qualifications and University guidelines.

The University: Southwest Missouri State University is the second larger University in Missouri with the largest undergraduate can diment of near 20,000. The Department of Health, Physical Education and Recreation includes Physical Education, Recreation and Leisure Studies, Sports Medicine and Athlete Training, Radiography and Respiratory Therapy

General Information: Springlield is a high growth, progressive, yel confor-able city of 150,000 and a metropolitan population of approximately 200,000. Located on the Ozark plateau, the city provides intracellate access to numerous recreational opportunities afforded by the Missouri Ozarks and plentiful iversent

Applications: Applicants must submit a letter of application, vita, copy of all transcripts, and at least three letters of professional references. Applications must be received by March 1, 1992, to be considered.

Dr. Peny F. Miller, Professor Health, Physical Education and Recreation Southwest Missouri State University Springfield, MO 65804; (417) 836-5370

Southwest Missouri State University is an Equal Opportunity, Affirmative Action Employe

ASSISTANT/ASSOCIATE PROFESSOR Consumer and Family Economics

9-Month Tenure-Track Position September 1, 1992

Ph.D. in Consumer/Family Economics or related field; demonstrated experience in teaching and scholarship. Salary commensurate with ex-

Send CV, transcripts and three references by February 15, 1962 to: Dr. Shella Mammen, Search Committee Chair, Department of Con-sumer Studies, Skinner Hall, University of Massachuseits-Ambarst. Amherst, MA 01003. An Affirmative Action/Equal Opportunity Employer

Engineering; Compute: Science: Electrical and Computer Engineering: Mechanical Engineering. Master's degrees are available from the Teleconnumications and Engineering Management programs. The majority of the College's research is now conducted through the more than dozen interdisciplinary research centers, including an NSP Engineering Research Center and a MASA Space Engineering Center. This ipterdisciplinary research ourches a solid base of individual investigator research. While it is not possible to be specific about the number of current openings, applications from distinguished candidates, especially women, members of estimat minorities, and disabled individuals, are encourties, and disabled individuals, are encourties.

aged. The University of Colorado at Bou-der has a strong institutional commingent to the principle of diversity in all area. Ap-plicants should send a current returns and the manus of six to ten references to the relevant department Chair, or the Pear, College of Engineerins and Applied Sci-caco, Campus Box 422, Boulder, Colorado 80309. Applications must be received by March 1, 1992.

BULLETIN BOARD: Positions available



Faculty Positions

Columbia-Greene Community College, a campus of the State University of New York, is situated on 154 rustic acres near the Hudson Riversome 30 miles south of Albany. The college serves more than 1,600 credit students and offers 40 programs and certificates in business, the arts and sciences, and the technologies. A rocent campus expansion has brought new arts and technology centers and a renewed spirit in the institution's role as a major cultural center for the entire

Available September 1992

Behavioral and Social Sciences—College teaching experience pre-ferred in psychology, sociology, anthropology or related field. Appro-priate master's degree required. Applicants need to demonstrate abili-ty to develop and teach inter/multicultural courses. 10-month tenure track position.

Business—Teaching experience preferred to teach Business, Organization and Management, Business Law I and II, using a case study approach. Master's degree in business or business-related field required. 10-month tenure track position.

Developmental—Department Chairperson (faculty rank) for Alternative Learning (developmental). Teaching and administrative experience required. Master's degree in counseling, reading or administration required. 12-month tenure track position.

Send applications to Patricia Martin, Personnel Officer, Columbia-Greene Community College, P. O. Box 1000, Hudson, NY 12534. All applications should include: 1. Letter identifying position being sought and detailing interest/

partinent experience. 2. Résumé/vita. 3. Three references with names, current titles, addresses and phone

A. College transcripts (unofficial); official transcripts required prior to hiring.

Screening for all positions will begin February 17, 1992 and will remain open until filled

EEO/AA. Women and minorities are encouraged to apply

WORK WITH THE BEST

Palomar College Invites Applications

Palomar College believes in the value of individuals and their

The diverse backgrounds of Palomar's distinguished faculty and talented staff enhance the college environment and the

Palomar is offering 1992-93 teaching opportunities in:

◆ Biology ◆ Criminal Justice ◆ History

Physical Education, Mathematics, Psychology, or African Studies and Men's Aquatic Coach

Part-time Physical Education, Mathematics, Psychology.

The Monmouth College of Illinois aunounces:

The Dorothy A. Donald Chair in

Romance Language & Literature

AR COLLE

PALC INDEPENDENT

Business Education or African Studies and Women's

Palomar College is an equal opportunity/

nited potential for growth.

ducational experiences of its students.

and the following combined positions:

Criminal Justice/Fire Technology

affirmative action employer.

Human Resources Services

1140 West Mission Road San Marcos, CA 92069-1487 (619) 744-1150 Ext. 2247 Fax (619) 591-4817

AAVEOE

Medaille is a co-educational, private, non-sectarian, four-year liberal arts college, with a student population of approximately 1,000, located in the heart of Buffalo offering an intense one-on-one, very person-Positions: Two full-time tenure track positions available.

MEDAILLE COLLEGE

Faculty Position - Business: Full-time tenure track, CPA and JD or CPA and MBA required. Ability to leach basic and intermediate accounting, and business law. Teaching experience preferred. Participation in College projects and student artivisement expected. Must be able to teach day and evening classes.

Faculty Position - Business:
Faculty Position - Business:
Full-lime tenure track. I'h.D. in business, business education, linance, economics, or murketing preferred. Enrolled Ph.D. candidate with MIM considered. Ability to teach courses, in a generalist business program, in at least two (2) of the following areas: finance, international business, marketing, quantitative methods. Teaching experience preferred. Participation in College projects and student advisement expected. Must be able to leach day and evening classes.

Rank and salary negotiable depending on experience and education. Send réstané, transcripts, and three (5) letters of reference by February 15, 1992 to:

Barbara Burgio Personnei Director Medaille College 18 Agassiz Circle Buffalo, New York 14214

No Phone Calls

Perkins School of Theology Southern Methodist University

Faculty Openings Tenure track positions are open in the following fields:

Church Music (Send C.V. to Office of the Dean, Perkins School of Theology, SMU, Dallas, TX 75273 by March 1)

Christian Education (Send C.V. to Office of the Dean, Perkins School of Theology, S.MU. Dallas, TX 73275 by April 1)
 Systematic Theology (Send C.V. to Leruy Howe, Perkins Hell of Admin., SMU, Dallas, TX 75275 by April 1)

Ph. D. degree or equivalent degree and demonstrated competency in teaching and scholarship required. Women and ethnic minority persons are encouraged to apply. 5MU is an affirmative action, equal opportunity. Title IX employer.

with English major and two years' experience as instructor and must be able to work morating or swening hours and bave at least two letters of reference. Contact: Missistropi State Employment Service, P. O. Bux 20609, Jackson, Missistippi 39289-1609. Job Order Number 2998670.

English: Eastern Illinois University, Charleston, Illinois 61920. Beginning August 25, 1992. Teach composition and in one or more of the following specialty areas: dramatic literature, English education, non-Western literature, Service, technical writins. Ph.D. or pear-completion, and some university

For 1992-93, tenure track, rank and salary open. Primary language must be French, secondary strength in Spanish desirable. Strong commitment to liberal arts essential. Candidate expected to contribute to general education program, francophone culture and/or herrarure in translation. Teaching load 21-24 sem. his/year. Send letter of application, c.v. and three letters of reference to Dr. William B. Julian, Dean of the College, Monmouth College, Monmouth, Illinois 61462. Closing date March 20, 1972. 1609. Job Order Number 2598670.

English: English Composition. Subject to budget approval in February, the English Department of Lindied Colleue seeks fullime tenure-track assistant professor in the area of composition to begin September, 1992. Teaching will consist in sections of developmental composition course, usually with one literature course each year (American preferred). Responsibilities include supervision of student-staffed writhe center and promotion of writing in all disciplines. Ph D. required in rhetoric and composition, with supplemental background in interasture. Teaching experience and knowledge of writing programs required, interest of experience in computer-based writing instruction destrable for future planning. Send letter of spolleation, résumé, three letters of recommendation (sent directly from referes, placement dossier acceptable), samples of professional or scholarly work, and teaching availables to Dr. Kenneth P. Goodrich, Dean of Faculty. Linfeld College, McMinnville, Oregon 97128. Screening basins March 1. dibns for robot manipulators on digital sigall processors; assist in the design and fabfeation of novel robotic devices; supervise
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ture, English education, individual Ph.D. or sear-completion and some university teaching experience required. Looking for outstanding classroom teachers interested in teaching and developing a variety of courses. Applications due Pabruary 19, 1992 to James Quivey. Chairperson. AA/ of EOE. Applications from women, mitorary the goal of the part of the p

the aged.

English: Full-time position teaching writing and composition and a socialty or aliled area: literature, journalism, communication, or condict management. Begionizes Full 1992. One-year anbatical replacement with socond year appointment possible. Ph.D. and evidence or promise of teaching excellence are assential. Applications encouraged from all academically omittied faculty who respect the peace church tradition and wholly sendorse Christian higher education in a liberal arts cavironareal. Women and minority applicants are especially welcome. Screening begins February 1, 1992 and will continue until the position is filled. Send letter of application, curriculum vines, three letters of reference and transcripts (mofficial) to: William Hawk,

LINCOLN UNIVERSITY HAS THE FOLLOWING IOB OPENINGS

INSTRUCTOR/ASSISTANT PROFESSOR: (Cude #0062) Health and Physical Education Department. Duties: Teach theory and activity courses, some recreation, and sports management; advise undergraduate students and serve on university, college, and/or departmental com-

QUALIFICATIONS: Master's Degree in Health, Physical Education, or Recreation is required. Experience in teaching and/or recreational leadership is preferred. Must have excellent teaching skills. (Please submit college transcript(s). DEADLINE: March 15, 1992 or until position is filled.

ASSISTANT PROFESSOR OF ELECTRONICS: Department of Computer Science, Technology and Industrial Education. (Code #0063). DUTIES: Teach major courses in Electronics associate degree program. Develop course material and plan laboratory exercises. Counsel and advise students majoring in Electronics Technology. Teach additional Technology courses as needed and where qualified. Other duties may include committee assignments.

QUALIFICATIONS: Must possess Master's Degree in Electrical Engineering or Electronics—Doctorate preferred. Must have taught at the post-secondary level. Minimum experience: Two years' teaching experience in electronics at the college or university level with additional experience in industry highly desirable. DEADLINE: March 15, 1992.

TO APPLY: Submit a letter of application specifying the position title and code number, current résumé, and/or Lincoln University application and three letters of reference including addresses and telephone numbers to: Personnel Office, Lincoln University, P. O. Box 29, Jefferson City, MO 65102-0029.

AA/EOE

ENGLISH INSTRUCTOR

Kirkwood Community College is a dynamic, comprehensive two-year community college with a national reputation for educational innovations and instructional excellence (a 1991 Fall enrollment of 9,234 students). The main campus is located on a 320-acre countryside site in the city of Cedar Rapids, lowa, with easy access to lowa City, home of the University of lowa.

Master's degree in English or closely related field required; Ph.D. preferred. Previous successful, full-time teaching experience in both composition and literature required; familiarity with the community college strongly recommended. Must be certifiable by the lowa Department of Education.

Applications will be accepted until the position is filled. Initial screening will begin February 10, 1992. Transcripts, letters of recommendation and/or credentials are required for this position. Contact Human Resources, KIRKWOOD COMMUNITY COLLEGE, P.O. Box 2068, Cedar Rapida, 1A 52406; (319)398-5615. AA/EEO Employer.





UNIVERSITY OF SOUTHERN INDIANA Tenure track position as Assistant Professor of Education logiciting August 1992. Duties to Indi-teaching undergrathrate and graduate courses to treading and language are. Supersiving students in early field experiences and student trainibing, artisting, after amoust and exercing teaching, and service and scholarly at Indies.

Submit letter of application, currectum vides, and three ferters of recommendation by Ahm h. I. 1992, on Dr. Aldo Cardaselli, Search Committee Chair, Department of Teocher Education, University of Southern Indiana, 8600 University Boulevard, Evansville, IN 47712. 1951 is an American Action/Topol Charactures Employee

Dean of Academic Affairs, Bluffton Coi-lege, 280 West College Avenue, Bluffton, Ohio 45817; (419) 338-3317.

Ohio 43817; (419) 338-3317.

English English Chair: Applications are invited for the tenure-track position of Chair of the Division of English at Empories State University, effective June 18, 1922 at a senior rank. The division of absteon members offers undergraduate degrees and a master's degree. Candidate should have a Ph.D., a distinguished second of teaching and scholership, appropriate administrative experience, strong communication skills, and, norceover, should be advocates of the discipline who are aware of the recent developments in the profession. Screening of applications will begin February 17, 1922 and confinue until the position is filled. Send a letter of application, curriculum vites, and three current letters of recommendation to Mel Storm, Chair, Search Committee, Division of English, Emporia State University, Emporia, Kansas 66801-5087. ESIU is an Affirmative Action, Equal

English North Georgia College is accepting applications for two lenure-track positions in Buglish for Sentember, 1992. The Assistant or Associate Professor selected will be required to teach composition (freshman and advanced, technical and creative), literaty criticism and elgabletenth century lipitish interature. NGC is interested in hearing from candidates willing to duret activities of an ongoing National Writing Profest site. Ph.D. required; teaching experience desired. Application deadline is February 14, 1992. Both positions begin in September, 1992 (the previously advertised opening for Innuary, 1992 has now been changed). All previous applications will remain in effect. Send letters of recommendation to Personnel Services: Areation: English Positions, North Georgia College. Dahlonega, Georgia 30,997. AA/EOE.





CHAIRPERSON INDIVIDUAL & FAMILY STUDIES

The University of Delaware is seeking a chairperson for the Department of Individual & Family Studies. The University is a land-grant institution with an undergraduate enrollment of approximately 14,500. The College of Human Resources, one of 11 degree-granting colleges on campus, has an enrollment of 954 undergraduate and 59 graduate students (full and parttime). The University of Delaware is situated in Newark, a city of 25,000, located in northwestern Delaware.

Applicants must have an earned doctorate in social and behavioral sciences and be active within one or more of the following areas: family studies, early childhood education, human development and aging. Recognition of excellence in research and teaching experience in higher education are required. Candidate will provide teadership in the development of outstanding teaching, research and service programs; coordinate and facilitate undergraduate and graduate

The department offers B.S., M.S. and Ph.D. degrees. Curricula load to B.S. degree with emphasis in Family and Community Services, Human Dovelopment and Family Processes, and Early Childhood Development and Education. M.S. in Life Span Development; and a Ph.D. in Family Sludies. Approximately 250 undergraduate and 50 graduate students are onrolled in the Department and there are 21 faculty and professional staff. The Department has a strong commitment to scholarship and teaching as well as to preservice and inservice education. Facilities include a well equipped pre-school laboratory and an adult day care center.

Applicants should include current resume and names of at least three references who could be contacted. Applications and nominations should be mailed to the Search Committee Chair, Dr. Frank R. Scarpitti, c/o Office of the Dean, College of Human Resources, University of Delaware, Newark, DE 19716 by March 2, 1992. Rank is full professor and salary according to experience and

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.



FACULTY POSITION Assistant/Associate Professor of Fine Arts

BRENAU COLLEGE is a senior institution of higher education with graduate and undergraduate programs, both on and off campus, and an enrollment of more than 2,000 students. Brenau is located in Galnesville, Georgia, a city with a greater population of 70,000 and situated fifty expressway miles from Attanta on the shores of Lake Lanier and in the foothills of the Appalachian Mountains. The community possesses a strong, divergent economy, a rich artistic culture, an excellent citmate, and the advantage of being close to Atlanta.

Brenau is seeking an individual to coordinate a fashion merchandis-ing/design program. The candidate would evaluate and design curric-ulum, recruit and advise majors, and teach courses in both the fashion curriculum and foundation art courses. An MFA is required and college

SALARY: Competitive, negotiable and depends on experience, qualifi-cations, and employment history. BEFLEFFIS: Health, disability, and ille insurance; kullion remission for

APPLICATION DRADIANE: Applications accepted until position is

APPLICATION REQUIREMENTS: Submit letter of application, transcripts, résume and three telters of recommendation lo: Mrs. Mary Jane Taylor, Chair, Search Committee, Pine Aris Department, Brenau College, Cathesville, Georgia 30501.

BRETAU COLLEGE IS AN EQUAL OPPORTUNITY ENFLOYER,
APPLICATIONS PROM WOMEN AND MINORITIES ARE ENCOURAGED

Chair, Graduate School of Business

Dallas Bartist University is seeking a qualified candidate for the position of Chair of the Graduate School of Business. Qualifications include an MBA and doctorate in a related field of study, with a minimum of 5 years teaching experience preferred. Preference will be given to active, Southern Baplist church members.

Dallas Baptist University is a private, Southern Baptist-affiliated liberal arts majors. DBU's primary mission is the integration of faith and learning through quality education.

Send resumé to: Larry Linamez, Dean, College of Business, Dallas Baptist University, 7777 West Klest Blvd., Dallas, Texas 75211-9800. Dallas Baptist University

English: Three non-tenure track positions.

Doctorage preferred, master's required, Successful icachine experience in rubble school and/or higher education. Contaminent to excellence in teachine, serve as a cademic newless to major at master in program development. I) Entry-level position is distributed and introductory literature courses. The ending newless may have experience with, or the ending successful in the ending of the ending successful excellence in the ending successful in the end in the end

ANTICIPATED VACANCIES

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEXAS SOUTHMOST COLLEGE SERVES OVER 7,500 STUDENTS IN THE LOWER RIO GRANDE VALLEY. THE CAMPUS IS LOCATED MINUTES FROM BOTH MEXICO AND SOUTH PADRE ISLAND. SEVERAL POSITIONS ARE ANTICIPATED FOR 1992-1993. ALL POSITIONS ARE SUBJECT TO ADE-

Positions are tenure track and require a minimum of a master's inclusive of 18 graduate semester hours in the teaching discipline. Docturate and college teaching commitment and experience preterred. COLLEGE OF LIBERAL ARTS

ENGLISH: (2 positions) Ph.D. or M.A. in progress toward Ph.D. Versatile teacher/scholar. Experience with diverse student population a plus. Assignment will include developmental writing and freshman composition. SPEECH: Master's or Ph.D. in Communications or associated tickl. SOCIOLOGY: Master's or Ph.D. in Sociology

SPANISH/FRENCH or ITALIAN: Master's or Ph.D. in Spanish, plus 18 grarluale hours in the second Romance language (French, Italian). Responsible for second Romance language program. ENGLISH AS A SECOND LANGUAGE: Master's or doctorate in TESOL,

applied linguistics or related area. SCHOOL OF EDUCATION READING: M.A. or Ph.D. in Reading. Teach variety of levels UG through

COLLEGE OF SCIENCE AND MATHEMATICS MATHEMATICS: Master's or Ph.D. Teach variety of UG courses

SALARY: Competitive and commensurate with credentials. APPLICATION DEADLINE: February 14, 1992; or until a suitable candidate

APPLICATION REQUIREMENTS: Letter of interest, current detailed résumé, transcripts, 3 current letters of professional references. Mail to Mr. Alfredo C. Zamura, Personnel Director, Texas Southmost Collège, 80 Fort Brown, Brownsville, Texas 78520.

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEXAS SOUTHMOST COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. MF/H/V.

UNIVERSITY OF NORTH DAKOTA

Faculty Positions in Computer Science

The University of North Dakota, a comprehensive teaching and research university founded in 1883, is the largest institution of higher learning in the Dakotas, Montana, Wyoming, and Idaho, enrolling approximately 10,000 undergraduates and over 1,000 graduate students. The Computer Science Department has 10 faculty, 200 students in its CSAB-accredited B.A./B.S. program, and 25 students in its M.S. program.

Chairi Applications and nominations are invited for the position of Chair of the Computer Science Department beginning August 16, 1992. Qualifications include a Ph.D. in computer science or a closely related field, accomplishments appropriate for the rank of full professor, effective oral and written communication skills, current scholarly activity in computer science, and administrative competence. Duties include managing the department's staff and resources, leaching, research, securing external funding, and developing a Ph.D. program in computer science.

Assist./Assoc. Professor: Applications are invited for a tenure-track a vesition

Assist./Assoc. Professor: Applications are invited for a tenure-track position in the Computer Science Department beginning August 16, 1992. Duties include undergraduate and graduate teaching, research, and university service. A Ph.D. in computer science or a closely related area is required. Applicants should have good communication skills and broad teaching interests. Preference will be given to candidates specializing in operating systems, architecture, database systems, or graphics.

Submit a résumé to Dr. Thomas E. O'Neil, Search Committee, Department of Computer Science, University of North Dakota, Grand Forks, ND 58202-8181. Applications will be accepted until March 31, 1992. UND is an Affirmative Action/Equal Opportunity Employer.

Columbia Universitu International Relations/ **Environmental Policy Faculty Position**

Searching for an assistant professor to teach international relations and environmental policy. The appointment is made jointly by the Political Science Department and the School of International and Public Affaira. Send vitae, references and representative publications by Feb. 10, 1992, to Dean Steven Cohen, 1417 Intl. Affairs Building, Columbia University, 420 West 118th Street, New York, NY 10027. Columbia University is an equal opportunity employer. Women and minorities are encouraged to apply.

English: Chair, Department of Literature and Language, beginning August 1992. Ad-

English as a Second Language: Program Manager, American English Language Institute (UCAELI). The University of Contact the its seeking a Program Manager for the American English Language Institute (UCAELI) which has an international student constituency representing the Near and Far East, Africa, Europe, North and South America. Under the direction of the Executive Program Director, the successful candidate will serve as Academic Director, conducting and managing daily activities for an expanding ESL Intuing Institute. In addition, the Program Manager will serve as general liaison between UCAELI, university offices and the seneral public

and Language, beginning August 1992. Additional interest of a national fractallonal level. Master's degree in related field required, Preferred degree in field of Educations, 12-15 part-time faculty. Programs in Baratura, composition, 6 languages. Undergrachuste majors in English and French; M. Edd, program in English. Appointment et also points Professor or above; Lenure negotiable. Belgmont is a Tennessee Baptist liberal arts university dedicated to accellence in teaching. Send better of application and curriculars vitage to: Professor George Sims. Search Committee, Department of Literature and Language, Belmont University, Nashville, Tennessee 37212-3757.

English as A Second Language: Program Manager, Amprican English Language Institute (LARL). The Transfer of the Program Manager, Amprican English Language Institute (LARL). The Transfer of the Program English as A Second Language Program Manager, Amprican English Language Institute (LARL). The Transfer of the Program English as A Second Language Program Manager, Amprican English Language Institute (LARL). The Transfer of the Program Institute (LARL) and the Program Institute (LARL) and the Program Institute (LARL). The Program Institute (LARL) and th

English Tenure-track assistant professor in Humanistic Studies/Creative Writing, to teach fiction in a workshop formal, as well as literalize and/or other forms of creative writing in an undergraduate interdisciplinary context beginning August 24, 1992. Ph.D. greforred, M.P.A. acceptable. Submit application letter, vits, 10-15 page work sample, three current reference letters by March 15, 1992 to Professor David Chiatty. Tt1331. University of Wisconsin-Green Bay, Green Bay. Wisconsin-Sid France Under UW policy, identities of all candidates and anninees may be made public. AA/POB.



CHADRON STATE COLLEGE

Special/Elementary Education

Assistant Professor of Special/Elementary Education to teach Special and Bementary Education. Tenure track position effective August 21, 1992. Doctoate in Special/Elementary Education; salary commensurate with experience and degree. Open until filled; review of position begins March 2, 1992.

Business (Accounting/Finance)

Assistant/Associate Professor of Business to teach undergraduate and graduate courses in Accounting and Finance. Tenure track position effective August 21, 1992. Doctorate in Business Administration (accounting/finance); MRA with thirty hours considered. Salary commensurate with experience and degree. Open until filled; review of position begins March 2, 1992.

Instructor/Assistant Professor of Music to teach percussion, Improvisation, arranging and Jazz history; direct Jazz ensemble and combos. Tenure track position effective August 21, 1992. Master's degree required, doctorate preferred with successful experience as Jazz conductor, performer and teacher preferred. Salary commensurate with experience and degree. Open until filled; review of position begins February 14, 1992.

Business

Instructor of Business to teach undergraduate classes in Accounting and Marketing. One-year replacement position effective August 21, 1992. Spetty "Business replacement" on your letter of application. Master's degree required: MBA preferred. Salary commensurate with experience and degree. Open until filled; review of position begins February 14, 1992.

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting undergraduate and graduate

Send a letter of application, three current letters of recommendation, personal résume and transcripts to: Mr. Ron Busch, Personnel Office, Chadron Sate College, Tenth and Main, Chadron, NE 69337-2690 EEO/AA Employer.

DIVISION CHAIR

Math, Science & Technology

SEARCH EXTENDED

A 12-month administrative position is available reporting to the Academic Dean. Responsible for all aspects of the Division's operation which includes curriculum development, program and personnel supervision of 32 full-time & 62 part-time faculty teaching course in Automotive Technology, Biology, Chomistry, Chomical Technology, Draiting, Electronics, Engineering Technology, Environmental Technology, Geology, Mathematics, and Physics.

Graduate degree in Maih, Science and Technology discipline with at least 3 years collegiate teaching experience, proferably at a community college. Successful candidate must demonstrate an understanding of, and commitment to, the philosophy of a comprehensive community college and have experience in curriculum development and or other applicable administrative experience.

Montgomery County Community College is a comprehensive community college, located in suburban Philadelphia, PA with over 8,100 full-and part-time students in 32 career and transfer programs and 7 one year certificate programs.

year certificate programs.

Salary: mid 40s; excellent bonefits package. Please send letter of interest and current résumé, by Feb. 7, 1992, to: Ruth Jordan, Personnel Office, Montgomery County Community College, 340 DaKalo Piks, Blue Bell, PA 19422. AA/EOE.

MONTGOMERY COUNTY COMMUNITY COLLEGE

INSTRUCTOR OF SPEECH
Teach Fundamentals of Speech beginning Fall '92. Master's in Speech/ INSTRUCTOR OF SPEECH Communications required. Community

college teaching experience preferred. Send letter of interest, resume, name and address of three references, and transcripts postmarked by March 13. 1992, to Human Resources, Lake Michigan College, 755 E. Napier Ave., Benton Harbor, MI 49024-

An EEO/AA educational institution and employer by choice, LMC a comprehensive community college located in the southwest come of Michigan, 90 miles from Chicago, in the heart of Michigan's fruitbelt. LMC is fully accredited by the North Central Association

English as a Second Language: Director.
Full-time Program Director of proprietary language school located at C. W. Post carpous of Long island University. The New York site is one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and two for class its one of four U.S. and the four the fou



The LICR School of Education is pleased to announce a tenure-track faculty position in school psychology. The school psychology program at LICR follows a scientific-problem solving model of training in which assessment, intervention, and evaluation practices are based upon methods of scientific inquiry. tion, and evaluation is access to be been applicants who have a strong behavioral orientation and who possess training, experience and interest in applied behavior analysis, behavioral assessment, psychometric theory, and research design. Candidates should have an earned doctoral degree in school psychology and be eligible for certification as a school psychologist in California. Salary level within the assistant professor range is dependent upon experi-

BULLETIN BOARD: Positions available

APPLICATION PROCESS

Candidates wishing to be considered for the school psychology position are invited to send a letter expressing interest accompanied by a current vita. In addition, the candidate should solicit at least three letters of reference. Letters ence which are submitted directly by the candidate will not be considyed. All materials are to be sent to:

Professor Dan Donlan, Associate Dean School of Education University of California Riverside, CA 92521-0128 17141 787-5228 (714) 787-3942 (FAX)

Persons seeking additional information regarding this position, or who would like to make nominations regarding the position, should address their inchines to Associate Dean Oan Donlan. Application Deadline: March 13, 1992

The University of California, Riverside, is an equal opportunity, affirmative action employer and seeks applications from minority candidates and women, as well as from other qualified persons.

MOUNT SAINT MARY'S COLLEGE

Mount Saint Mary's College announces two faculty positions in Educa-tion Positions are available in Fall, 1992. Salary is commensurate with experience. Send application and letters of reference to Dr. Judy Ra-moy Johnstone, Chair, Department of Education, Mount Saint Mary's College, Emmitsburg, MD 21727-7796. Review of applications will begin on January 25, 1992.

begin on January 25, 1092. Mount Saint Mary's is an independent Catholic, liberal arts college of 1800 undergraduate and graduate students, its undergraduate program features a 61-hour, four-year core curriculum complemented by co-curricular and extracurricular programs designed to educate the whole student. The new graduate program in education, along with a recently initiated partnership with the local school district, complement a thriving undergraduate program in elementary and secondary education. The College's 1400 acre campus is conveniently located within 90 minutes of Washington, DC, Baltimore, MD, and Harrisburg, Pennsylvania.

EDUCATION: Math and/or Science Methods. Doctorate required, aboremeous fram angeor Science Picthods. Desclorate required, along with expertise in educational technologies. Teaching experience at the elementary school level also required. Position involves seven courses per year in combined undergraduate/graduate program. Student advising and supervision of student teachers part of slandard load.

BDUCATION Assistant Professor to assist in coordinating new gradu-ple program and existing partnership with local school district. Posi-tion will involve reduction in standard tearthing local and additional supend for required summer teaching/administrative work. Teaching areas should include two of the following: social studies, language aris, assessment, educational research, or science.

MOUNT SAINT MARY'S COLLEGE REEKS A DIVERSE FACULTY AND STRONGLY ENCOURAGES WOMEN AND PERSONS OF COLOK TO APPLY. THE COLLEGE DOTS NOT DISCRIMINATE ON THE HASIS OF SEX, AGE, RACE OR NATIONAL ORIGIN, MOUNT SAINT MARY'S COLLEGE HIRES ONLY U.S. CITIZENS AND LAWFULLY AUTHORIZED ALIEN WORKERS.



TOUGALOO COLLEGE

Tougaloo, Mississippi

FACULTY POSITION

Tougakus College is a fully accredited, residential,

private liberal arts college offering fifteen baccalau-rease degree programs. The College, founded in 1869, has a diverse, dis-finet, and challenging faculty, and a student population of approximately 1,000. The College recently received national coverage in U.S. News and World Report, Money Magazine and the The Chronile of Higher Education

POSITION: Assistant Professor (renute-reach position) to serve as Champerson of Department of Psychology QUALIFICATIONS: Distorate degree in psychology (prefetably experimental) who is committed to excellence in undergraduate teaching and preparation of undergraduates for graduate work

RESPONSIBILITIES: This individual must also have the skill and willingness to involve undergraduates in research and to assist them in developing research of their own. A successful candidate will also be expected to engage in scholarship, normal faculty responsibilities and proposal-writing to develop and build the resources of the department. ces of the department

This position yields a nine-month contract and is available August 1972 Screening of applications will begon February 12, 1992 Send letter of application, transcripts, and three current letters of recontinendation to Dr. Bettye Parker Smith, Vice President for Academia Affairs, Tougaloo College, 500 Water Court lege, 500 West County Line Road, Tougales, Mistisappi 39174.

the and written Englith The salary will be commensurate with the background, experience, and qualifications of the candidate U.S. cligerability or permanent presidency is required. Pease: thorness and research passes, relating and the names, addresses, and phone numbers of at least three references of chairman, Search Commentee, Described and the salar three references of Calmana, Search Commentee, Described and Commentees, University of Dayton, Davion, Ohio 4549-3023. To be thirden as applications should be past Anniological starting align: a August 16. Imputed that the property of Davion as an alignorate that the property of Davion as an alignorate that the commentation of the property of Davion as an alignorate that the property of Davion as an alignorate that the property of Davion as an alignorate that the property of Davion as an alignorate of the property of Davion and the USDA research generate among and between the states of the responsible to the property of Davion of Property of



Philosophy/Theology Faculty

Saint Mary College seeks candidates for the following tenure-track posi-tions to begin August, 1992. Qualified candidates will possess the Ph.D., the ability to teach a variety of undergraduate courses on and off campus, and commitment to the mission of the College. Salary and rank are com-mensurate with qualifications and experience.

PHILOSOPHY: To teach a variety of philosophy courses that include meta-physics, philosophical psychology, ethics, and history of philosophy. THEOLOGY: To teach a variety of theology courses that include systemat-

Screening will begin February 1, 1992, and will continue until the positions are filled. Applicants should send a letter of application, a résumé, transcripts, and three references to the Academic Dean, Saint Mary College. rth, Kansas 66048.

Saint Mary College is a baccalaureate, Catholic liberal arts College in Leavenworth, Kansas, that offers degrees on campus, in two evening/weekend programs off campus, and in two local prisons. The College enroils 1 100 students, 400 of them on campus. It supports a major in theology, a minor in philosophy, and a certificate in youth ministry. The Departments of Philosophy and Theology contribute to the general education programs of the College. Saint Mary is located 30 miles from Kansas City, Kansas, and Kansas City, Missouri.

C.C. GARVIN ENDOWED VISITING PROFESSORSHIP College of Arts and Sciences

Virginia Polytechnic Institute and State University

The College of Arts and Sciences at Virginia Polytechnic Institute and State University seeks a distinguished scholar for an appointment to the C.C. Garvin Endowed Visiting Professorship for the 1993-94 academic year. Appunatment may be in any one of the college's humanities and fine arts departments: (Art and Art History, Communication Studies, English, Poreign Languages and Literatures, Music, Philosophy, Religion, or Theatre Arts) or in one of the college's two interdisciplinary centers (the Center for Programs in Humanities or the Center for the Study of Science in Society). The Endowed Visiting Professor will be expected to teach one course per semester, to stimulate faculty research, and to give one public lecture in fall semester on a subject of interest to the general University community.

Singapol in southwest Virginia, Virginia Polytechnic Institute and State Situated in southwest Virginia, Virginia Polytechnic Institute and State University is the commonwealth's largest university, having 19,000 undergraduate and 4,000 graduate students. It is a highly selective land-grant

Applicants should submit a curriculum vitae by February 1, 1992, to the licul of one of the College's humanities and fine arts departments or to the director of one of the centers listed above, at Virginia Polyrechnic Institute and State University, Blacksburg, Virginia 24061, Women and minorities



MINOT STATE UNIVERSITY

The Cuilege of Business Invites applications and nominations for tenure track positions within its Business Administration, Accounting, and Business Education departments. Minut State University is a regional, comprehensive institution of approx, 3,600 bachelor's and master's degree students. The College of Business serves over 1,000 students and is expanding to meet educational and oconomic development needs within the region. The University is located in Ainot, ND, a progressive community of 35,000, that offers excellent travel, recreational, medical, and educational services, low crime rates, and other outstanding quality of life features.

Positions are available in the following areas:
Accounting: All areas of specialty will be considered. Chairperson—Prof. David DeMers. Management Information Systems: All areas of specialty will be considered. Chairper-son---Prof Robert Sando.

Finance: All areas of specialty will be considered. Position subject to future approval. Charperson—Prof. Keith Wiwer.

Ph.D. preferred with ABD considered. Applicants should have established record of tex hing excellence and research activities. Submit resume and three fetiers of recommendation to the appropriate chairperson, College of Business, Minol State University, Minol, North Dakota 56702. Review of applications will begin immediately. Positions opened until filled

more references Applications must be re-ceived by February 21, 1992. Nominations, résumés, and questions abould be directed to: Dr. Thayne R. Dutson. Director: Asri-cultural Experiment Station, Oreaon State University, Strand Agricultural Hall 127. Corvallis, Oreaon 97331-2201; telephone: 13031 737-4251. Applications from women and minurines are excouraged.

Facilities Management: Jefferson Community College. Watertown. New York. Director of Facility Operations. This position reports to the Dean of Administration and Freaturer, and is responsible to provide direction. leadership, and coordination for the areas of Building and Grounds Maintenance, Custodial Services, Fostal Services, and Central Duplication. Specifically, the Director will provide administrative support for facility and grounds maintenance and report to include minor construction and reportation. In responsible to develop and implement the College's Recycling Program. Lous Rance Cantal Plan, Divisional Budget. Employee Training and Safety Programs, and Environmental Health and Safety Programs. Mindput qualifications include a bachelor's degree in archi-

tecture, engineering, or busipess (or public) administration with extensive experience in plant operations, or an equivalent combination of education and experience. Experience in facility management, preferably in higher education, knowledge of applicable state and federal aws, modern practices and nethods in plant administration is required. The successful candidate will be able to communicate effectively, problem solve, and supervise a diverse staff. Annual salary is \$25.450 to \$36.593, with competitive frings benefits, To apply, sond a letter of application which addresses applicant qualifications to position responsibilities and resume to: Personnel Office, Jefferson Community College, Coffeen Street, Waterdown, New York, 13691, Applications will be accepted until position is filled, but to insure full consideration, all application materials must be received by February 14, 1992. ICC is an BOE/AA employer.

FACULTY POSITIONS

Department of Curriculum & Instruction

Five tenure track faculty positions in the Department of Curriculum & Instruction, Portland State University, Portland, Oregon The Department supports (a) a graduate, fifth-year M.Ed. teacher preparation program; (b) an academic M.A./M.S. program; (c) certification in Library/Media and Reading; and (d) doctoral degrees in teaching, learning, and leadership. Department faculty contribute, through teaching, advising, and supervision, both to professional certification programs and to academic programs, and conduct an agenda of scholarship appropriate for a doctoral degree granting institution. An earned doctorate is required. Scholarship is broadly defined to include non-traditional modes of inquiry, particularly action research in collaboration with local public schools, linear-city community organizations, and other educational institutions. Applicants are expected to have at least 3 years of successful, certificated school teaching experience. The Department conducts substantial activity on education for pupils at tisk of not completing schooling. New faculty will participate in the further development and implementation of the doctorate. The Department has identified needs in the following areas, although strong The Department has identified needs in the following areas, although strong applicants in other areas of Curriculum and Instruction will be considered:

Urban and/or Multicultural Education
Urban and/or Multicultural Education
Curriculum Theory, Curriculum Development
Elementary Social Studies, Elementary Mathematics
Reading and Writing
Psychology of Teaching and Learning
Teacher Education Program Reform and Development
Integration of Special Needs Populations
Middle School Program Development

Middle School Program Development
The appointments are at the Assistant Professor level, effective Sept. 16, 1992, for nine month periods. Salary is dependent upon qualifications and experience. Applicants should aubmit a letter of application discussing intentions and qualifications, a curriculum vitae, three to five letters of reference, and samples of scholarly work. All applications must be postmarked by February 15, 1992. Review of applicants will begin February 19, 1992. Portland State University is an Equal Opportunity and Affirmative Action Employer. Portland State University is committed to diversifying its work force and strongly encourages applications from women, minorities and individuals with disabilities.

Mailing Address: Chair, Search Committee, Department of Curriculum and Instruction, Portland State University, P. O. Box 751, Portland, OR 97207.

Pensacola Iunior College Pensacola, Florida INSTRUCTIONAL VACANCIES

RESPIRATORY THERAPY PROGRAM INSTRUCTOR JOB #0271. SALARY: \$20,250-528,820. An associate's degree in respiratory care, three years of respiratory care experience and credentials in Respiratory Therapy from the National Board of Respiratory Therapy Care, license from the State of Florida, or CRTT or RRT eligibility required Must complete IRT license from Health and Rehabilitative Services and reaching experience professed.

NURSING INSTRUCTOR JOB #0282. SALARY: \$21,820-\$27,820. A master's degree in nursing and clinical experience required. Teaching experience at the ADN level preferred. Significant progress toward a master's degree with a projected completion/graduation date will be considered. For application materials, call 904/484-1799 by 2/3/92. Starting date, as soon as possible.

ORGANIC CHEMISTRY INSTRUCTOR JOB #0279. SALARY: \$21,820-\$31,564. A master's degree (doctorate preferred) with an organic themistry major required. For application materials, call 904/484-1700 by 3/23/92. Starting date is mid August 1992.

P J C - AN EQUAL OPPORTUNITY INSTITUTION

Professor and Department Chair Department of Entomology

We seek a scientist and administrator to provide leadership and maintain a democratic atmosphere in a department of 20 faculty which emphasizes teaching, research, and extension. The Chair also represents and promotes the Department within the University and to government agencies, industry, and the public. Candidates should have a Ph.D. in entomology or related discipline and an established record of achievement in academia, government service, or industry. Desired qualities include demonstrated ability in obtaining extramural funding, understanding of the land grant institution system, success in administration, effective communication skills, and evidence of leadership in entomology.

The appointment is initially for five years, on a full-time (12-month) basis, and is renewable. The position is available July 1, 1992. Review of applications will Applications should include a letter, our/fculum vitae, and names, addresses, and telephone numbers of 5 references. Send nominations or applications to:

Dr. Bruce Menzel, Chair Entomology Search Committee 124 Science II, Jowa State University Ames, Jowa 5001 1 lowa State University is a committed Equal Opportunity, Affirmative Action Employer.

ence preferred. Business experience de-sired. Application deadline: January 24, 1992, or until position is filled. Application procedures: Submit cover lester, official transcripts, résumé and three letters of ref-creuce to; Dr. Sue Haugland, Chair, De-partment of Human Environmental Stud-ies, Southnast Missouri State University, Cape Ginardeau, Missouri 61701. Stanting Date: August 1992. Interested persons may call Dr. Haugland at (314) 651-2312 if eddi-tional information is needed. Southeast Missouri State University is an affirmative action, equal opportunity employer.

Fashion Morchandling / Design: Nine-month, tenup-irack position for Septem-ber, 1992. Undergraduate instruction in fashion merchanditing, and fashion design. Ph.D. or ABD preferred, Master's re-quired. College teaching and business ex-perience required. Salary/rank commensu-rate with qualifications. Sept application, including sistement of teaching, curriculum

Film-Writing Director of Filmte Writing Program. University of Southern California, School of Cinema-Felevision see someone to administer the Program in Filmic Writing, and to teach screenwriting Widely recognized achievements in writing for filmitelevision are required. Academ credentials, teaching, and administrative





UNIVERSITY OF SAN FRANCISCO

School of Nursing

Dean Norma L. Chaska, Ph.D., RN, FAAN, annuances the formulation of a Search Committee for the following positions:

- Associate Dean for Academic Programs
- Coordinator of Learning Resources
 Full-time tenure track nursing faculty positions in Maternity-Child, Pediatrics, Community Health, Medical Surgical and Nursing

The University of San Francisco is a private Jesuit, Catholic university with an enrollment of approximately 6,000. The School of Nursing enrollment includes 450 students in the undergraduate and graduate programs. The School of Nursing has 48 faculty. The faculty are members of a Collective Bargaining Onit.

Associate Dean for Academic Programs (Position available June 1, 1992)

- · Earned doctorate and Master's in Norsing if doctorate is not in
- nursing
 Academic administration experience
- Teaching experience in undergraduate and graduate programs
 Demonstrated communeuit to scholarly activities

- Coordinator of Learning Resources (Position available June 1, 1992)
- Earned doctorate and Muster's in Nursing
 Expertise in educational leclinology and learning resonaces
- Teaching experience in university setting
 Demonstrated commitment to scholarly activities
 fividence of successful grant-writing

Maternal-Child Nursing Faculty

- (Positions available August 1, 1992)
- Eurned doctorate, Muster's in Nursing
 Qualify for professorial rank
 Tenching experience is preferred

Evidence of commitment to scholarly activities

The salury and academic rank are commensurate with the qualification and experience of the individuals selected. Please send letter of nomination or

Sister M. Effene Egan, Rd.D., R.N. Chair, Search and Screen Committee School of Nursing University of San Francisco 2130 Fulton Street ancisco, CA 94117-1080 (415) 666-6793 San Franci

Application letters should include a statement of interest and a corriculum vitae. Applications will begin to be reviewed February 10, 1992 and will continue until positions are filled.

USF is an Affirmative Action, Equal Opportunity Employer

FACULTY POSITIONS ECONOMICS, MATHEMATICS & CHEMISTRY

Contract Length: 205 Days

MINIMUM QUALIFICATIONS: Master's degree from an accredited institu-tion with a graduate major concentration in the primary teaching field. Mini-mum eighteen (18) graduate semester hours. SALARY: \$26,790-\$34,016. Salary dependent upon experience and degree. Screening begins: February 24, 1992. Positions available: August, 1992. APPLY TO: Fonda Community College at Jacksonvilla, Human Resources Department, 501 W. State Street, Jacksonvilla, Florida 32202; (904) 632-

An Equal Opportunity College

Inance: Westmissior College, New Wil-lington, Pennsylvania 16172. Department of Economics and Burjaces, Assistant Pro-assor of Business—Finance, Tenure track coation with course responsibilities for orporate Finance, international Finance, and Advanced Finance, with teaching cap-bility in an allied area of business adminis-ration (not economics) such as international business or management. Minimum edu-ational, qualifications are the successful bility in an allied area of business adminis-cation that economics such as internation-ibusiness or management. Minimum edu-ational qualifications are the successful lombletion of doctoral coursework in Fin-ince from an in-residence graduate exhool-k minimum of one year of teaching experi-nce is expected and comparate experience routid be a favorable addition. Westmis-ter is a teaching institution and applicants hould have confidence in their teaching bility. In addition, responsibilities will in-lude academic advising, manisaring a rolessional research program, and some ervice on college committees. Someone working on the dissertation would be con-idered for appongment at the instructor-cyel. Salary for this position is competitive of the paragrams. Merced for approintment at the instructor ryel. Salary for this possition is compositive with small colleges to the region. We string the college is a vigorousa fiberal arts college is a vigorousa fiberal arts college. The College is a vigorousa fiberal arts college in the sections, with 350 majoring in Business or Beonomics. The Department has a full-time faculty authorisation of ten. The College has very adequate library and computer resources for a undergraduate college. The College is ucated in an attractive village one notification of Pittsburgh. Senal letter of applications or address inquiries to Dr. Gail Miller, Phair, Department of Economics and Blustiess. Workininster College, New Wilmanson, Pennsylvania Idi72. Application closure date is February 17, 1992 and the position would begin August 21, 1992. West-minster College is an AA/EEO amployer.

Genetics: Chinical Geneticist. Red/AA and the positions would begin August 21, 1992. West-minster College is an AA/EEO amployer.

oreign Languages: Eastern Hinois University, Charleston, Illinois 61920. Beginning higust 25, 1992. Two positions, (1) Teach panish language courses on all levels and lourses on Peninsular. Ability to teach Applied Linguistics desirable. Spanish literature and culture in particular. Ph.D. in pranish, preferably with concentration on Spain. Native or near native proficiency. Applications due February 19, 1992. (2)

Generalist in French to teach French lanmage congres on all levels and French literature. Ph.D. in French. Some teeching experionce preferred. Applications due
March 20, 1992. Both positions: Applications to Heribert Breidenbach, Chairperson. AA/EOE. Applications from women,
minorities, and handicapped individuals
encouraged.

Franch/English/Speech: Franch/English or Speech. Assistant or Associate Professor, possible tenure track, beginning August 1992. ABD or Ph.D. in Franch, and/or degree in English and/or Speech, teaching excellence and native or near-native financy in French. Responsibilities include expansion of French mean, 34 food in lower and upper division French. 14 load in English or Speech. Send letter of application, vita, transcripts and letters of reference by March 15 to Dr. David L. Clinefelter, Academic Dean, Graceland College, Lamont, lown 50140.

Genetics: Ctinical Geneticiat, Paculty posi-ilon available beginning March 1, 1992, at the Meyer Rehabilitation Institute, the re-habilitation program for the University of Nebraska Medical Center. Within the large complex serving 3,500 acw families and 25,000 individual visits is the Hautie B. Munroe Center for Human Genetics. The genetics center provides cytogenetic stud-ies, analocantesis, chaicat diagnosis, and blochemical genetics to individuals throughout the state of Nebrasks. The eli-nicians participate in clinics across the en-

UNIVERSITY OF ARKANSAS AT MONTICELLO

Assistant/Associate Professor of Economics

The University of Arkamas at Monticello seeks applicants for an Assistant or Associate Professor of Economics. Must possess the ability to leach a wide range of Economics courses, interact with surfents in a small university setting, and develop a collegial relationship with other faculty in a small (seventeen member) department. Teaching dottes will be in the area of Economics, including Principles, Intermediate Economics, Intermediate Iconomics, Managerial Economics and Money, Banking, and Credit at the undergraduate level. Candidates should be strongly committed to teaching, professional development, institutional service, and research. Teaching assignment will consist of 12 semester hours plus involvement in campus-wide committees, student advisement and other administrative tasks which may be assigned. DBA or Ph.D. in Economics or in Business Administration will an Economics emphasis is required. Will consider an MBA or ABD at the instructor or Assistant Professor level. University teaching experience preferred. Salary is competitive and commensurate with qualifications. Send letter of application, résuné and the names, addresses and phone numbers of three references to: The University of Arkansas at Monticello seeks applicants for an Assistant or

David F. Barringer Head, Business Administration P. O. Box 3616 Monticello, AR 71655

Starting date of employment will be August 15, 1992. Applications will be accepted until the position is filled.

AN CEO/AA EMPLOYER

Wentworth Institute of Technology

COMPUTER SCIENCE DEPARTMENT HEAD

The department head reporting to the Dean, College of Arts and Sciences, is responsible for ensuring the quality of instruction, research, survice, and academic/professional accreditation for all day, evening, weakend and special programs within the department.

As a member of the teaching faculty, the department head maintains professional and technical currency by participating in instruction, professional development, and creative activities such as grant writing. It is expected that one course (4 credits) is taught each semester. Master's degroe in computer science or related field required, Doctorute desirable, two years' full-time teaching at the college level, knowledge of languages, operating systems, and computers, supervisory/managerial experience and demonstrated administrative skills necessory. Industrial experience exempted

Only applicants who send two copies of both cover letter and resume along with a salary history will be considered.

Employment Manager Wentworth Institute of Technology An AA/EEO Employer

HEARTLAND COMMUNITY COLLEGE

Heartland Community College is seeking an individual to develop a career ladder program in nursing. As illinois' newest community college, Heartland is interested in developing a career ladder program encompassing the nursing assistant, practical nursing, and associate degree nursing programs. Articulation with baccalaureate programs is also a goal, Bestdes developing the curriculum and seeking state approach, position responsibilities include teaching, faculty recruitment, developing a learning lab, and selecting chinical sites. Potential for an administrative position is possible. A master's degree in nursing is required along with 2 years' experience in clinical nursing and 2 years' experience in nursing education. A strong understanding and commitment to the concept of career laddering in nursing and experience in curriculum development are essential. Review of applications will begin on March 3 and will continue until the position is filled. Submit letter of application and resume to:

Jerry Weber
Vice President of Instruction
Heartland Community College
1540 E. College Avenue, Suite 5
Normal, Illinois 61761

tire state and combined see approximately 1,000 patients yearly. We are seeking a clinical geneticist with emphasis on dysnophology and some experience in handicapping disorders. Research interest is unlimited and research possibilities will be made available. The geneticitis will be expected to participate in clinical services, to bettend on Pediatire Wards, and to participate in statewide clinics. Academic Beard certified/eligible in Genetics and selary commensurate with experience and qualifications. This is a tenure track position. For further details and considerations. cations, 103 is a tenure track position. For further details and consideration, please contact Dr. Bruce A. Buehler, Meyer Re-habilitation institute, 444 South 44th Street, Omsha, Nebraska 68131; (402) 539-523). An Bousl Opportunity, Allirmative Action Employer.

Geography: Faculty position. University of St. Thomas Tenure track position beginning September 1, 1992. Ph.D. at the time of appointment is necessary. Three classes per sense ster. Will be required to leach Human Geography. Economic Geography a Seminar in Geography for major, and a course in Apolice (Geography which ustilizes statistical analysis and geographic information systems. Individual must bring interest and enthusiasan to the building of a new undergraduate departament. Commitment of the use of microcomputers in undergraduate education is an important qualification. Research, grant withing, and public service expected. St. Thomas is Minnesolu's largest private university. It has strong columniment to quality teaching emplaciting values-centered, career-oriented education specification, vita, and names of st.

Tenure-track. Assistant Professor that would bean August 20, 1992. A Ph.D. is required. Responsibilities will tactude supervision of M.S. thesis projects, graduate and undergraduate teachins, and research. The department has just moved into a large, acely renovated building. In addition to standard facilities, we have specialized interactions in geochemistry, send-mentology, image analysis, GIS, and computer graphics. Letters of application should include a statement of research interests, vita, and the names of at least three references. Deadline March 1, 1992. Submit to: Chair, Search Committee, Department of Geology, Bowling Green State University, Bowling Green, Ohlo 43403.

deadline April 1992. AAPPO:

Graphic Design/idustration: Graphic Design Design/idustration: Graphic Design/idustra Grants Administration: Grants Officer. The University of New Haven, an independent urban university, seeks a grants officer with 3-4 years' experience in federal and state grants process and post-award grant administration. Must be able to anticipate grant activity; a order to seek outercast expoperinalities for institution, departmental opportunities for institution, departmental opportunities for institution, organizational rand budget skills; be deadling orjented; and work well with principal investigators and work well with principal investigators and

vertising opency or publications house. Sal-ary \$32,700/year. Send resume and cory of albertisement to Department of Econom-ics and Employment Development, 1100 North Euros Street, Room 212, Baldmore, Maryland 21201, Job Order \$9149224. grant making agencies. Position opens in February, Submit applications immediately

Graphics Ingineering and Technical: North Catulinas State University has a team-track position available in the Graphs Communications Program with employment to begin in August of 1992. Applicants must have an earned doctorate, denocatrated teaching shifts and pydefenden organizering technical graphics, computering technical graphics. strated teatming with seriods, computer engineering/technical graphics, computer graphics and CAIDA. Activity in relevant professional organizations and a record public atum are desired industrial experience in the area would be helpful. Review of applications will begin on March 1, 1992 and w.fl. continue until the position has been fitted inquiries are welcomed. Application and industrial in is Design, Computer Graphics and Printmaking, Basic Design or Drawing Profesaional and teaching experience required.
Tenure track position beginning August
1992. Send lotter of application, resume,
three lotters of reference and slides of pertonal work to: Les Mitry. Channan, Depariment of Art, University of Evansville,
Evansville, Indiana 47722 Application
deadine April 1992. AAROD:

affirmative action employer.

Health Care Administration: The Medical University of South Carolina, Guller, of Health Related Professions, failing & Health Related Professions, failing & Guller, pusition in Bachelor of Health South, pusition in Bachelor of Health Southern South Health Carolina, and the Practicina point of the Practicina of the Administration of the Professionals. Health Carolina and Education of the Practical Carolina of the Practical Caro

Phillips University

ENGLISH LANGUAGE PROGRAM

TWO POSITIONS:

● Director ● Instructor/Assistant Professor

The positions will establish the beginning of the English Language Program on the Phillips University main campus, heated in End. Oklahoma. The positions may be negotiated as either contract or tenure track

positions.

The Director will have responsibilities as to the curricular development, scheduling and implementation of the program. The Director will also be instrumental in designing a graduate program in TESL/TESL, and working with the International Programs Office and the International Student Advisor in maintaining and developing ongoing transition and study abroad programs. The Director will be expected to teach at least one but no more than two courses each academic term. The Director will be expected to coordinate with the Director of English Language Studies at the Phillips University-Japan branch campus on Joint curricular matters. The position is an academic, rather than a staff position, and will therefore report to the Director of the Division of Language and Communication. A thorough knowledge of TOEFL testing is required. The ability to develop tests, particularly in listening and speaking will also be important.

tam.

The position of Instructor/Assistant Protessor, English Language Program will be responsible for teaching four modules per term, evanding prospective students, and be able to attend field trips, and other duties as assigned. The class size at Philips University is restricted to 15 students and the average teaching load in English Language (ELP) will be to hours per week. Activity arrangement and supervising and working with conversation laboratories and conversation groups is an expected part of this continuous.

position.

Requirements: The Director of the English Language Studies Program shall have earned a Ph.D. or lid.D. in an appropriate discipline. The Instructor/Assistant Professor must have a master's degree in TeSU/TEFL as a minimum requirement, however, a doctorate in TeSU/TEFL is preferred. Both positions require extensive experience as a TESOL teacher and experience in leaching in an international setting is expected. The English Language Courses at Phillips University will be delivered in sixteen-week trimesters each containing two eight-week course modules. The first module will begin March 1, 1992.

Phillips University is a small calculate manufacture rate again in

Phillips University is a small, selective private university, rated again in 1992 as one of the best regional liberal arts colleges in the West by U.S. News and World Report. It has a branch campus of over 1500 students in Japan that is accredited by the North Central Association of Colleges and Schuols (NCA). The University has an Instoric attilitation with the Christian Church (Disciples of Christ). FOI

Screening interviews will be held at the IFSL annual convention in Vancouver, March 3-7, 1992. Please send a letter of application, vita, relevant materials, and a list of at least three references who may be contacted to: Glenn Doyle, Chair, Division of Language and Communi-cation, Phillips University, 100 South University Avenue, Friid, Oklaho-ma 73701-6439; Tel. (405) 237-1433, est. 385; FAX (405) 237-1607.



UNIVERSITY OF SOUTHERN COLORADO

College of Liberal and Fine Arts

POSITION IN HISTORY

Teach world civilization, customary scholarship and service expectations. Doctorate with a specialization in Fastern or Western World History preferred. Prior college teaching experience and familiarity with quantitative

This position is tempe track and entry level. The doctorate is preferred This position is termire track and entity level. The doctorate is preferred tregulared for promotion and tentine), aloulty to work effectively in a cultonally diverse environment required. The starting date is August, 1992. The normal teaching load is twelve hours per semester. Salary is compelitive. The screening process will begin belying 20 and continue until the position is filled. Forward application letter, current curriculum vitae; and names, addresses and phone numbers of three references to Professor William Eugan, Chair, History Search and Screen Committee.

UNIVERSITY OF SOUTHERN COLORADO 2200 RONFORTE BLVD. PUEBLO, COLORADO 81001-4901

The University of Southern Colorado is an Equal Opportunity, Affirmative Action Employer. Manorities and women are encouraged to apply. All contract employees are required to enroll in USC's Insurance program.

9 - Month Salary

The Savannah College of Art and Design seeks applicants for a full-time faculty position in art history. The College offers BPA and MPA degrees in eleven majors, including art history, as well as the B.Arch. degree. Art history is a central component of each student's liberal arts curriculum. Faculty applicants must possess a Ph.D. and should have previous teach-hour experience. ing experience. Women and minorities are encouraged to apply. Send cover letter and résumé to: Search Committee, SCAD, P. O. Box 3146, Savannah, Georgia 31402. AVEOE.

Professor of Art History

ton Position available July 1. Review of sphenions will begin March 1. Send related and references to: Richard Harnan-tonal Department, College of Health Related Professional Development Education Condina, 171 Ashley Assembly of Carolina, 171 Ashley Assembly of Carolina, 171 Ashley Assembly Professional Carolina, 172 Ashley Assembly Professional Carolina, 173 Ashley Assembly Professional Carolina, 174 Ashley Assembly Professional Carolina, 175 Ashley Ashle

WILLIAM RAINEY HARPER COLLEGE

25 YEARS OF EXCELLENCE

William Rainey Harper College in Palatine, Illimois is a comprehensive two-year community college located in Chicago's northwest suburbs. Harper College opened its cloors in 1967 with an envolument of approximately 1,700 students. In 1992, Harper will celebrate its 25th auniversary with more than 27,000 students of all ages

ADMINISTRATIVE POSITIONS Resumes are currently being accepted for anticipated administrative positions for the following areas:

Assistant to the Vice President of Academic Affairs: This position assists the Vice President of Academic Affairs with the instructional and educational programs of the college. Master's degree required; Doctorate in Falucational Administration preferred.

required; Doctorate in Futurational Administration preserved.

Dean of Physical Education, Athletics and Recreation; Reports to the Vice President of Academic Affairs and the Vice President of Student Affairs. Responsible for the instructional, student activity, and support service programs of the division. Master's degree required; Doctorate experience in health education, cardiac rehabilitation, wellness, and community colleges preferred

FACULTY POSITIONS

Architectural Technology: Architect license, tive years' computer graphics, and leaching experi-

Biology—general: Coursework emphasis in Principles of Biology, Environmental Biology, and Zoology.

Physical Education: Specialization in Exercise Physiology, Health, and Cardiac Rehabilitation Psychology: Specialization in Developmental Psychology to teach courses in I/O and Developmental Psych

COUNSELOR POSITIONS

Student Development Counselor: Academic, personal and career counseling. Strong emphasis in academic advising. Master's degree in Counseling Student Personnel required

Career Counselor/Jub Coach: Provide career planning and job coaching to students with disabilities. Works closely with high schools and community agencies to provide transition assistance. Master's degree in Counseling/College Student Personnel and experience with students with disabilities sense.

Athletic Academic Counselor: Coordinate academic advising program for student athletes. Personal and career counseling also required. Master's degree in Counseling/Student Personael required. Experience analyor training in athletic counseling advising required.

A letter of interest and a résumé is required for each area for which an applicant

applies. APPLY NOW as our hiring process occurs throughout the spring and summer. Review of materials will begin on February 17, 1992. Please submit résumés to:

Personnel Associate

William Rainey Harper College

1200 West Algonquin Road Palatine, 1L 60067-7398

William Raincy Harper College is an Equal Opportunity Employer. Women and minority candidates are encouraged to apply.

Résumés are currently being accepted for anticipated counselor positions for the following areas

All positions have a minimum qualification of a Master's degree for the respective discipline.

American Sign Language Studies

English as a Second Language (academic)

English as a Second Language (intermediate literacy)

Mathematics: Computer beience experience destrable.

Résumés are currently being accepted for anticipated faculty positions for the following disciplines:

Biology—general: Coursework emphasis in Anatomy, Physiology, and Microbiology.

innugation as a second of the advisable institution, a community college in the truest sense of the term. Career opportunities are available at Harper College for individuals who have a commitment to the very highest standards in education.

is in 1992, harper with curvature and extension courses at the Harper campus and other lucations in credit, continuing education, and extension courses at the Harper campus and other lucations he district. In meeting the varied and changing educational needs of district residents, Harper

Soul Combine, 171 Analogy Avenue, and Combine, South Carolina, 2943. MUSC hashing, South Carolina, 2943. MUSC hashing health freach respected, Assignment from the following Health freach respected, Assignment from the following Health freach respected, Assignment from the following the following freach respectively. Assignment from the following free following from the fo

Health Education: Cont. of College, Athena, West Virginia Faculty pourson with purtury teaching assignment in Health Ed-

than 50 years ago, is focused n redefining its design program We're looking for a person to head our Department of Design, a department that grants degrees in both graphic and industrial design. We need the right person, someon with vision and energy who knows design, is committed to education, understands business, and manages well Rease send a current vitag to

Design Department Head

Carnegie Mellon University

Carnegie Mellon University, which

inneured design education more

Daniel Boyarski Chair, Search Committee Department of Design, MM110 Carnegie Mellon University Pittsburgh, PA 15213-3890 Application deadline is Jan 31, 92 Carriege Mellon University is an affamative action / equal oppositionity employer.

o.ng Avg. W. 1997. Application desiline is Much 16, 1992, or until the position is fitted Qualifications include Ph.D.A.B.D. or cours alem, about to provide graduate and undergraduate instruction, and research stalls in one or more areas relating to health, creacement science, or physical court of the court of the provided court of the court of the provided court vites to Peter B. Anderson, Ph.D., UNIO, Denartment of HP. & HP. Nes Chient, Louisiana 70148, 1991 286-7661 or 286-7661. UNIO is an Equal Opportunity. Affirmative Action Employer. Health Services Administration: Faculty/ Research Positions: The Graduate Program

> Bulletin Board (202) 466-1050

NORTH COUNTRY **COMMUNITY COLLEGE**

Saranac Lake, New York 12983

1992-1993 Faculty and Administrative Openings

North Country Community College is a multi-campus, two-year institution located in the Tri-Lakes region of the Adirondack Mountains and is a unit of the State University of New York. The College attracts a diverse population of approximately 1800 students into A.A., A.S., A.A.S. and certificate programs. Nearby Lake Placid offers exciting opportunities to be involved with Olympic and world class athletic competitions.

INSTRUCTIONAL SERVICES DIRECTOR: 12 month position to supervise support services to college's academic programs including libraries, tearning/teaching/media center, learning assistance centers and distant education system. Master's degree in appropriate field(s) required; doctorate preferred. Experience at post-secondary institution and 3-5 years successful administrative experience required. Knowledge of learning assistance center operations, instructional technology and library operations at community college level desired.

TEACHING/LEARNING/MEDIA CENTER COORDINATOR: 10 month position to operate and supervise diverse teaching/learning/media center. Bachelor's degree in appropriate educational area required; master's preferred. Ability to operate various video and satellite systems, knowledge of IBM and Macintosh systems, instructional design experience and ability to facilitate introduction of innovative instructional technology desired.

STUDENT SERVICES AND COUNSELING DIRECTOR: 12 month position to plan, supervise and implement student activities, orientation, student housing, programming for academic and student affeirs areas and direct counseling activities for all campuses and extension site locations. Master's degree in Counseling and administrative experience required; doctorate preferred. Experience in community college counseling, student personnel services with variety of programming at community college level preferred.

COMMUNITY RELATIONS DIRECTOR: 12 month position to coordinate public relations, publications and development activities. Experience in community/public relations expected. Microcomputer word processing required. Desktop publishing experience helpful. Bachelor's degree expected; master's preferred.

ENGLISH: Two Positions: (1) Developmental English, freshman composition and literature or humanities electives. (2) Freshman composition and literature or humanities electives. Both positions based at Malone Branch Campus. Master's degree in English required; doctorate preferred. Strong composition or developmental background and previous college teaching experience required. Specify position applying for in letter.

MATH/BIOLOGICAL SCIENCES: Based at Malone Branch Campus, basic concepts through calculus and in biological sciences courses to include environmental conservation with laboratories. Master's degree in mathematics, science or related field required. Community

PHYSICAL EDUCATION: Various physical education activity courses (including aquatics, health, wellness and fitness, dance), advanced first aid, health and repression courses and coaching of women's sports. Master's degree in physical education required. Aquatics and advanced first aid certifications required. Collegiate teaching and coaching experience

All positions are full-time, tenure track, based at Saranac Lake Campus and 9 month <u>unless otherwise indicated</u> with possible assignment to other campuses, correctional facility programs or extension site locations with reimbursable travel.

Candidates should forward letter, resums' and names, addresses and telephone numbers of three references to:

Office of Dean of Academic & Student Affairs North Country Community College P.O. Box 89, 20 Winona Avenue Saranac Lake, NY 12983-0089

Screening begins February 1, 1992; applications accepted until positions are filled.

AA/EO Employer

Community Health Faculty

Seint Luke's College is seeking a full-time nursing seculty to develop and teach community health in an upper division baccalauraste nursing program. Masters in Community Public Results fluraling required, doctoral preparation in nursing or related area preferred. Candidate must have RN licensure in Missouri, at least 2 years' clinical experience, and prior baccalaureate teaching experience. Rank and salary are commensurate with experience, education and echolarly activity. Recommensurate with experience, ucation and scholarly activity, view of applications will begin i view of applications will begin Fruary 3, 1992 and continue until position is filled. Qualified cardetes should send letter of inqu

EOE

in Hospital and Health Administration and Center for Health Services Research is seeking candidates for the following faculty positions: Associate and/or Assistant Professor (nemure track), and/or Faculty Associate (non-tenure track), an Assistant Research Scientist position may also be available. Responsibilities include developing and implementing health services research grants and teaching gradus-level courses, Ousifications are an earned doctorate in health care organization/related disciplines and atrong methodological skills. Send resumé and three letters of reference to James E. Robrer, Search Committee Chair and Head, Orgduste Program in Hospital

BAYLOR UNIVERSITY School of Education Faculty Vacancy

Position is for Summer or Fall, 1992. Screening of applicants will begin on February 1 and continue until the position is filled. Application materials should consist of a feuer of application, a resume, and the names and addresses of at least those references. Send materials to: Bill D. Larskin, Dean, School of Education, BU Box 97304, Baylor University, Waxo, TX 76798-97304. Baylor University is an Equal Opportunity, Afrimative Action employer; minority candidates are encouraged to apply: preference will be given to Southern Baptists.

women are encouraged to spanyHistory: U.S. History, Full-time, tenuretrack Assistant Professor (higher rank possibly considered in the case of exceptional
qualifications and experience), pending administrative approval, in Ph. D. granting department, starting 1 September 1992, with
emphasis on 20th century and Diplomatic,
intellectual, or Military History, Ph. D. required. Teaching load of five courses per
year. Sercendog of materials to begin 15
February. Send letter of application, resume, and three letters of recommendation
to terome Nadelhaft, Chair, Department of
History. Stevens Hall, University of
Maine, Orong, Maine 04469. Women and
minority candidates are encouraged to apply. AA/EOE.

Historys U.S. History. Historian specializ-ing in U.S. History since the Civil War. The teaching load is 12 undergraduate crad-it hours per semester, which would include

and Health Administration, 2700 Steindler Buildings, The University of Iowa, Iowa City, lowa 52242. EOB/AA. Minoritles and women are encouraged to apply.

History: U.S. History. Full-time, tenure-track Assistant Professor (higher rank posably considered in the case of exceptional guilfications and experience), pending administrative approval, in Ph.D. granting department, starting 1 September 1992, with emphasis on 20th century and Diplomatic. Intellectual, or Military History. Ph.D. required. Teaching load of five courses per year. Screening of materials to begin 15 February 15 and continue until the position of World Civilization. An outside field in Latin America, multi-cultural, or interdisciplinary studies would be helpful. The position open for the Full 1999. In fact, position and position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position and position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, entry level, tenure track, position. A Ph.D. is required. Concord College is a full-time, en



Academic Development Center

Boston College is seeking dynamic, flexible, and hardworking individuals to develop and

Academic Development Center (ADC) provides an innovative, comprehensive program of

direct key programs within its newly established Academic Development Center. The

Boston College is a coeducational Jesuit university with over 14,000 students in liberal

The Coordinator of Academic Skills Programs designs, leads, and evaluates work-

Implements and evaluates the Academic Development Center's instructional technology

programs; and assists the Director and staff with other teaching and learning improve-

ment efforts as needed. Requirements: Master's degree in an appropriate field (such as

relevant higher education experience in academic skills development and instructional

technology; excellent writing, speaking, instructional and interpersonal skills. Doctorate in

The Coordinator of Tutoring and Supplemental Instruction works closely with

departments and schools to develop tutorial and supplemental instruction programs;

instructional design, instructional technology, educational psychology, etc.); 3-5 years of

shops, seminars, and courses to help Boston College students develop more effective

learning, study, and writing skills; and assists departments and individual faculty in

promoting and reinforcing these academic success skills. This person also develops,

academic support for students, teaching preparation for graduate TAs and TFs, and

arts and professional programs from the baccalaureate to the doctoral level.

MONTEREY PENINSULA COLLEGE Monterey, California

Monterey Peninsula College is located on a wooded setting overlooking Monterey Bay and is characterized by its informality and student-oriented atmosphere. It is committed to an open door admissions policy and a comprehensive curriculum offering transfer, vocational-technical, and community education. M.P.C. serves more than 10,000 culturally and socio-economically diverse students who enroll each semester.

FACULTY/ADMINISTRATIVE VACANCIES

MATHEMATICS INSTRUCTOR FULL TIME, TENURE TRACK Work year: 177.5 days

Salary range: \$28,233-\$39,605

VICE PRESIDENT **ADMINISTRATIVE SERVICES**

FULL TIME, 12-MONTH POSITION Salary starting at \$6,267 per month

Excellent fringe benefits. Must meet new state minimums: Master's degree or equivalent required, or possess appropriate California Community College credential

DEADLINE FOR RECEIPT OF REQUIRED APPLICATION MATERIALS MARCH 11, 1992 AT 5 P.M.

Positions contingent on funding and Governing Board approval. For a complete announcement and the required application materials, contact:

Monterey Peninsula College Human Resources 980 Fremont Street Monterey, CA 93940-4799 Phone: (408) 646-4016

An Equal Opportunity Affirmative Action Employer



FAX: (408) 655-2627

THE ALEX G. NASON PRIZE 2-YEAR COMPUTATIONAL SCIENCE POSTDOCTORAL FELLOWSHIP at SYRACUSE UNIVERSITY

The Alexander G. Nasur 2-year postdoctoral fellowship encourages laichted scientists to participate in the research of the Syracuse Center for Computational Science (SCCS) at Syracuse University. SCCS, directed by Geofrey Fox, offers an interdisciplinary program where revearchers use high performance parallel computers on scientific and inclusival applications and develop hardware, software and algorithms.

The Alex G. Nason Prize, a 2-year computational science postroctoral followship for 1992-93, will begin in either the Summer '92 or fall '92 semester, individuals who have been awarded a Ph.O. in the part 3 years (Spring '89 or later) are eligible. Preference will be given to applicants who have demonstrated ability in interdisciplinary research, combining computer science with application areas. Current application areas of interest include Physics, Financial Modeling, Neuroscience, Aerospace Engineering and Virtual Reality. The parallel computing lackities of Syracuse University, Including the Connection Machine CM-5, the DECropp 12000, the nCURE2, and the Encore Multimax will be available to the rectoion. The Nature Prize for 97-98 will include a salary of \$50 CM of \$65 CM available to the recipient. The Nason Prize to: 92-93 will include a salary of \$50,000 plus fringe benetits, a \$5,000 annual research fund and a \$5,000 departmental fund to assist the follow with relocation, personal workstation support, conference travel, etc. ing reliew with resocution, personal workstation support, conference travel, etc. For more information, contact Betty LaPlante at (315) 443-1722 or send Email to bil@no-va.upac.syr.edu. To apply, send a cover letter, curriculum vitao, and three letters of reference to: Betty LaPlante, Support Coordinator, NPAC/SCCS, 111 College Place, Syracuse, NY 13244-4100. Materials must be postmarked on or before February 15, 1992. Syracuso University is an EO/AA Employer.

网络克莱克 医乳腺管

DIRECTOR OF COMMUNICATION SERVICES

Slippery Bock University, one of fourteen universities comprising the Permsylvania State System of Higher Education, is seeking applica-tions for the position of Director of Communication Services within its Division of University Advancement.

Division of University Advancement.

Reporting to the Executive Director for University Advancement, this individual is responsible for plauning, organizing, and implementing a comprehensive communication program to promote the University's mission and to enhance its image throughout its constituencies. The position is responsible for an ambitious communications program that includes promotion and publicity, publications, graphic design, media relations, photography, printing and duplicating services, and advertising. Other responsibilities include devising strategy, budgeting, scheduling, and coordinating all projects within the office.

Replanda design in formalism programming of in a related field,

scheduling, and coordinating an projects which the office.

Bachelor's degree in journalism, communication or in a related field, experience in supervision of professional and apport staff, and a minimum of five (5) years of experience in professional writing, public and media relations and publication design required. Candidate must have a thorough knowledge of desktop publishing and an understanding of putting processes. A master's degree is highly desirable. Minorities and women are especially encouraged to apply.

Sand letter of interest current resums and the capter addresses and

Send letter of interest, current résumé, aud the names, addresses and telephone numbers of three (3) professional references to:

Mr. Edward R. Bucha
Excentive Director for University Advancement
Slippery Rock University
100 Old Main
Slippery Rock, PA 16057

Minimum starting solary is approximately \$37,000, plus excellent fringe benefits. To ensure consideration, application materials should be received by February 24, 1932.

SLIPPERY ROCK UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Claremont/VcKennaCollege



DIRECTOR OF ALUMNI RELATIONS

The director is responsible for the development, planning, and implementation of alumni programs, and coordinates, with the president of the alumni association, its executive committee, and its board of directors, the management of the alumni association. Other esponsibilities include constituency development, including standentalment relations; involvement in student recruitment and career development; continuing of reunion giving program; chapter activities; alumni continuing education.

Claremont McKenna College is a highly selective, private, liberal arts college with emphasis in public affairs and economics. It is one of the five undergraduate institutions that with the Claremont Graduate School comprise The Claremont Colleges. Review of applications begins immediately and continues until the position is tilled. CMC to an AMEEO employer.

Send letter of application and résumé with salary history to Barbara J. Condit, Director of Porsonnel, Claremont McKenna College, 500 East 9th Street, Claremont, CA 91711.

EDUCATION MANAGER

American Academy of Physical Medicine and Rehabilitation

American Academy of Physical Medicine and Rehabilitation located in Chicago, Illinois, seeks master's level medical education specialist. Must be able to apply a hands on capability to planning and implementing CME based education programs for physicians. Accepted applicant will work directly with volunteer members and be P.C. literale. Association experience preferred. Compellitive salary and benefits. Box 20-100, The Chronicle of Higher Education.

ry. American History survey and advanced courses in successful candidate's area of competence. Other duties include acholerly activity and service to historical profession, University, and Department. Ph.D. required for termer; lenching experience and publications preferred. Specialty of graduate course work and discriming and or publication in Afro-American, History.

For more information, contact fletty LaPlante at (313) 443-1772 or send Email to bli@novalanacayradu. To apply, send a cover letter, curiculum vitao, and three lotters of
reference to: Betty LaPlante, Support Coordinates, NPAC/SCS, 111 College Plaze,
Syracuse, NY 13244-4108. Materials must be postmarked on or before February 15,
1992. Syracuse University is an EO/AA Employes.

History: Modern European History. The
Department of History/Political Science at
the College of St. Francis mylics applications for a full-time faculty position at the
Assistant Professor level beginning August
1992. Primary field in Modern Europe with
a secondary field in In Third World seraical
and appointment of the field of the field

nouncement #91-27), 1520 H Street, N.W. Washington, D.C. 20005, Position will re main open until filled. EOE.

History: Modern European History: Ten-ire track Assistant Professor appointment beginning Pall, 1992. Specialization must be in German. Fronch or Russian bistory. grachiaste course work and dissertation and properties of the production of the Peteruary 19, 1993 to Bayed Maurer, Chairperson. AAEOH, applications from women, misorities and hand-capped individuals eccouraged.

History: The Federal Judicial History Office of the Federal Judicial Center has an operating for an Associate Historian Archival prior. The Office provides historical services to the Judicial branch, the academic community, and the public. Responsibilities include production of research and reference tools and development of an archival program, for Judgae's appers. Qualifications: Fh.D. in American history or the course. Proceedings and the production of research and will be applications on Petruary 15 and will combine to produce the mortile production of research and will be applications on Petruary 15 and will be application on Petruary 15 and will be possible qualifications also include desponsionated or and writing skills; a widence of successful scholarly publications; experience.

History: Hastings Collegs seets to fill full-lime tenues-track position in history, to be-gin August, 1992. Qualifications include competence in as many of the following ar-eas as possible: early and modern Europe. Third World, Western Civilization, and World Civilization. Specialities to other pon-European, non-American areas also considered. Hastings College is as lode-pendent, Pressylerian-related liberal arts college in South-Central Mebraska, com-mitted to strong undergrandrate teachings. Entediment is about 1,000 students. The Department includes two full-time faculty

Immediate Opening

ASSISTANT DIRECTOR OF ADMISSIONS



HAVEN
UNIVERSITY

Lock Havon University is located in Lock Haven,
Pormsylvania, in the contral region of the state
along the West Branch of the Susquehana Rise.
With an enrollment of 3,700 students, including a
branch compus in Choarfield, Formsylvania, and as
academic content in Williamsport, Pornsylvania of
sciences and Education and Human Services. The library contains over
340,000 volumes and 1,331 pertodicals. Lock Havon University is oned
fourtoon institutions in the State System of Higher Education with a
special mission. The Assistant University of Advancements.

special intesten in the area of international Education.

Responsibilities: The Assistant Utractor of Admissions will be responsible for the organization and implementation of a comprohensive minerity recruitment program. This will include the development of campules and and external recruitment activities which are designed for prospective students, partness, guidance connectors and others associated with the admissions process. The Assistant Director will be involved a all phases of admissions work, including codental evaluation and decision making, interviewing and numerous routine office functions. Qualifications: Applicants must have an earned bacholor's degree with a moster's degree up preferred and experience or related experience in the admissions field. The position requires accomplished planning and organizational skills along with the ability to communicate effectively and relate positively with various publics. An individual with high energy is required to assume the responsibilities of the position and the extensive teach or the public of the position and the extensive teach or the public of the publ

Salary: Commensurate with qualifications. Salary range is \$27,130 to \$36.401 for 12 months: pald indictays, paid inospitalization, life insurance, paid prescriptions, ratiroment (optional state plan or TIAA-CREF) and dental and vision care plan. Starting Date: April U. 1992.

Application: Forward letters of application, including a doubled re-sum and references by February 14, 1992, to Ms. Angelique M. Barza, Assistant Director of Admissions, Office of Admissions, Lock Heres rsity, Lock Haven, PA 17745.

LOCK HAVEN UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

<u> 11†PP</u>

OLD DOMINION UNIVERSITY

Announces the Formation of its

PRESIDENT'S GRADUATE FELLOWSHIP

With the aim toward increasing the number of minority and women faculty members who hold the terminal degree in underropresented academic area at Old Dominion University, the University has established the Presidents Graduate Fellowship Program for the academic year 1992-93.

Fellowship Terms: During a period and to exceed five years while fellows are in a non-tenure track faculty appointment. Old Dominion will support fellow that make satisfactory prospers while parsoning the terminal degree Financia support will be negotiated but may be fuel only totton and leas, but also a slipend of up to one-half of the non-tenured faculty salary, health coverage, travel and research as a statute.

Eligibility: Applicants must be enrolled in or accepted into a graduate pro-gram of an accordited histitution leading to a terminal degree. All applicant must be U.S. citizens For full consideration, applications should be received by 1 March. Address inquities and requests for application materials to.

The President's Graduate Fellowship Program Office of Research and Graduate Studies Old Dominion University 210 New Administration Building - Norfolk, VA 23529-0013

Old Dominion University is an altimative action, equal opportunity in

INTERNATIONAL EDUCATIONAL MANAGEMENT CONSULTANT

Act as a project leader of a major school development and evaluation project in Germany, and be prepared to act as a consultant to other European countries on evaluation and school improvement. Candidate will be based in the IMTEC office in Oslo, Norway, for the duration of the project is received.

Qualifications
Candidate must have appropriate credentials in Educational Manage
Candidate must have appropriate credentials in Educational Manage
ment, Organizational Development or Organizational Behavior, and Edticational Evaluation, and have a track record as a consultant dealing
with institutional development at the school or district level. Internation
al experience important. German language competence advantageous.

Salary US\$35,000-US\$45,000 plus expense account.

Application procedure
Submit resume with a letter describing career history and objectives to
IMTEC, Dynekilgt. 10, 0569 Oslo, Norway. For information: Fax: +47-2715555. Telephone: +47-2-373420.

members, four part-time instructors, and 35 majors. Ph. D. required. Rank and salary commensurate with qualifications and experience. Application materials a valiable from Dean Dwayne Strasheum, Hastungs College. Hasings, Nebraska 63902-0299. Review of applications will begin March 23, 1992, and continue until puytton is filled Hastings College is an Equal Opportunity graph of all students. Control of the part of all students from the part of the

History: U.S. History: Assistant Professor, tenuje track, eptry level; 1877-1917, w.h. special emphasis on Gilded Age and the West. But also be able to teach Western Civilization survey courses. Send letter of application, résuré, these ferres of recommendation, and transcripts to Office of Academic Affairs. History Search, Western Kennicky. University. 1526 Russelfolle. Road. Bowling Green, Kentocky 42(0)-3576. Review of applications will begin rebruary 15, 1992. Women and minorities

encorraged to appropriate Employer.

History: Linfield College seeks to fill am ure-track assistant, professor position in Astan History beginning September [40].

Astan History beginning September [40].

Astan History beginning September [40].

Teaching will involve a variety of Astan Teaching will involve a variety of Astan tracking two sections conserved College of the Astan tracking conference of Lindians. Emphasis on Earl Asian Visulates, student in Emphasis on Earl Asian Visulates, and Gerral Lindians. Preference for Chinese or Japanese 1991.

Jest The College of Asian history fields on the College of March 1992.

Teaching experience required Lindians of Asian Indians and Conserved Indians with a mass caustoms enrollment of Japanese Indians Visulates of March 1992. Asian Linked College of March 1992.

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Asian March 1992. Asian Linked College of March 1992.

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Asian March 1992.

BULLETIN BOARD: Positions available

Curator of Manuscripts Harvard College Library

Reporting to the Librarian of the Houghton Library, the Curator provides imaginative leadership for one of the world's pre-eminent collections of manuscripts. The collecdons, over 5,000,000 items, comprise papyri, early European manuscripts, extensive literary manuscripts (including the most significant archive of nineteenth, and (went) eth-century American literature), publishing records, photographs, musical scores, philosophical writings, and political, missionary, and other historical materials.

The Curator is responsible for the development, cataloging, and conservation of the collections, and for fundraising, scholarship, teaching, exhibitions, and publications based on the collections. The Department maintains an ambitious acquisitions program through purchase, gift, and bequest. The Curator will assume responsibility for introducing electronic cataloging and broadening access through the national utilities.

Qualifications: an advanced degree in an academic discipline related to the holdings; successful experience within special collections or comparable area; distinction in one's scholarly work; the ability to supervise department members and to work in concert with colleagues in other departments to further the educational and research mission of the Library as a whole.

Anticipated hiring salary: mid 50s

Available: Spring 1992

Major Benefits: One month's vacation; generous holiday and sick leave; choice of health plans; dental insurance; life insurance; University-funded retirement Income Plan: tax-deferred annuity options; tuition assistance.

The Search Committee will begin screening applications on February 1, 1992 and will continue until the position is tilled.

To apply, please send a letter of interest, resume and the names of three references to: Hazel C. Stamps, Director of Personnel Services, Harvard College Library, Widener 188, Cambridge, MA 02138. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity.



FLORIDA INSTITUTE OF TECHNOLOGY

Director of Undergraduate Admissions

ing and implementary the market new career any plan for the undergradu-ets schools/college of the universally. The desector reports to the vice president for student affairs. The director of rander graduater admissional exceptions also for develop-

Florida Institute of Technology is the only undependent technological invariaty in the Southerist Technology the unit count of Head point the Kennedy Sprice Control This highly safective University provides a wde rango of chullengradigativ, charites is and diretoral pregnitios to over 6.000 students

The successful condition will most few real the following respondents.

Mester's profurred in appropriate beliffed strody
 Cutstanding record of progressively qualitational consistent exceeded echevement of the field of coding radicate recording
 Demonstrated experted on marketing relivational denographic engages.

Demonstrated experteer as at a testacal analysis and computer applica

tions

Knowledge of and expansive a parter agreemal correcting

Commitment to quality management and teameral is

Demonstrated ability to work with all sequents of the unworsity

Outstanding communication state (writing and aparating). • Admissions experience in technological/scientific codege/o preferred.

Initial acreening will take place in March and on compus interviews for finalists will be held in early April, 1992. Professed start date is May, 1992. A completed application will include current resums, letter of interest, and three (3) letters of recommendation. Solary and fringe banders are commended. benefits are competitive, commenturate with experience

Contact: Or. Richard A. Huthon Dean of Students & Child of Search Committee Floride Institute of Tochnology 150 W. University Blvd Melbourne, FL 32801

F.LT is an EEO AA employed

History: Native Anterican History: As not all Professor, Jenure track position, out a misconsport 1992. Saithe American has long, with ability to least Trans Materian has long, with ability to least Trans Materian positions, with ability to least Trans Materian positions are also guest active going knowledge of the professor large in mour field. I fig. by relenged, will consider Alifo, if degree visiting the large statement of the l

project clares in moun field 16 is present and the project of the large of the larg

POSSIBLE **MATHEMATICS** OPENING

Malhamatical generalist to teach a broad variety of mathematics courses; beginning August 1992 Antitity to leach calculus-based Physics (with Lob) proferred, experting in Pro-Engineering Mathematics (e.g., Statics, Dynamics) and/or Mathematical Statistics is helpful Other duties will include advising, committee duties, and possibly supervising Actuarial Exams The successful camphable with hold a Masper's Ingree in Mathematics (Ph.D. preferred) and be committed to quality classroom teaching, Jamestown College is a four-year diboral metric institution affiliated with the Preshylarian Church and saoks a person with a committeed with the secretarian Christian higher education. Send fatter of application, current CV, and three fatters of recommendation to Dr. Richard Smith, Rox 6032. Jamestown College, Jamestown, ND 58401.

names, addresses and phone numbers of references to: Ur. Puttin R. Foster, Search Committee Chair, University of North Texas, Department of Industrial Technology, P. 19. Box 13198, Dentun, Texas 76203, M17-58-2022 University of North Texas is an Equal Opportunity, Affirmative Action Employee.

Institutional Research/Development: Eastern Arizona College—Reopened. Institu-tional Research and Development Officer; doctorate preferred. Salary: \$12,975-\$17,510+12 month position, July 1-June 30; Cloting date: as some as possible. An equal opportunity. affirmative action employer. Aprily through the Vice President of Academic Affairs, Thatcher, Arizona 85542, or phone 6632; 428-8301.



appropriate field desirable.

selects, trains, and supervises 30-plus student employees—tutors, instructional assistants, receptionists, and graduate supervisors—each semester; and keeps records, evaluates, and prepares reports on these activities. This person also assists the Academic Development Center's Director in providing graduate teaching assistants and teaching fellows with preparation, training, and support for their work as college instructors, and assists the Director and staff with other teaching and learning improvement efforts as needed. Requirements: Master's degree in an appropriate field (such as instructional design, educational psychology, etc.); 3-5 years of relevant higher education experience directing a tutoring program; excellent writing, speaking, instructional, and interpersonal skills. Doctorate in an appropriate field is highly desirable. Experience in preparing graduate students for college teaching is strongly preferred.

The Coordinator of Academic Support Services evaluates and diagnoses students suspected of having learning disabilities and related disorders; develops individualized learning plans for LD and other students; offers individual and small-group tutoring in learning and study skills and strategies; provides liaison and outreach to faculty, administrators, parents, and alumni; and maintains records, evaluates, and reports

> on these services. This individual also designs, implements, and evaluates academic support services—including workshops, seminars, and short courses—for academically underprepared and for gifted and talented students, and assists the Academic Development Center's Director with development, sponsored research, and outreach activities. Requirements: Doctorate in Learning Disabilities or closely related field; at least two years' relevant experience in higher education setting; and excellent writing, speaking, diagnostic, clinical, and interpersonal skills. Experience with underprepared and/or gifted and talented college students is preferred.

Applications received before February 24, 1992 will receive first consideration. To apply, please send 2 copies of resume, cover letter, and names of three references to: Thomas A. Angelo, Director, Academic Development Center, O'Neill Library, Boston College, Chestnut Hill, MA 02167-3810. Boston College is an Equal Opportunity/Affirmative Action

BOSTON COLLEGE

A Jesuit University.

Employer.

February 14, 1992. Letter of application, résumé, evidence of teaching effectiveness and scholarly achievenents, graduate transcripts, and three reference fetters should be sent to: Dr. John Taylor. Head, Business Administration Department-School of sess Administration Department-School of Management, University of Alaska Pairbanks, Fairbanks, Alaska 99775-1070. The University of Alaska is an BO/AA Employer and Educational Institution. Persons hired by the University of Alaska must be eligible for employment under the lumnigration Reform and Control Act of 1986 and are expected to possess a valid Social Security number.

candidates, both undergraduate and graduate, overseas, Fulfill U.S. Immigration and Naturalization procedures for international and rots and visitors. Qualifications: desugnated professional knowledge of educational programs abroad. Professional, current knowledge of international political, social, social, social programs abroad. Professional, current knowledge of international political, social, social sographical and cultural ssues as they relate to educational political, by to develop effective policies, procedures and systems for evaluating publicity and outseach strategies. Execufient counseling, interpersonal and public relations skills. Experience and skill in working effectively with a diverse, multi-cultural student body. Ability and interesting at a cost effective way. Some knowledge of U.S. Immigration procedures helpful. Some experience in visual arts would be helpful. Starting and completing international travel in a cost effective way. Some knowledge of U.S. Immigration procedures helpful. Some experience in visual arts would be helpful. Starting and continued to the Vice President for Academic Affiltra. Interested candidates should submit the following information not later than February 20, 1992 corrent detailed résumé, cover letter indicating specific experience applicants in NCATE approved and Northerence in Committee, international Programs reports directly to the Vice President for Academic Affiltra. Interested candidates should submit the following information not later than February 20, 1992 corrent detailed résumé, cover letter indicating specific experience applicants in NCATE approved and Northerence in Committee, international Programs in NCATE approved and Northerence in Committee, international Programs in NCATE approved and Northerence in Committee, international Programs in NCATE approved and Northerence in Committee, international Programs in NCATE approved and Northerence in Committee in Northerence in Northerence in Northerence in Northerence in Northerence in Northerence in No



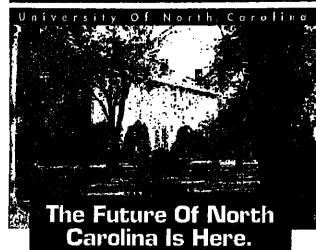
ASSISTANT DIRECTOR OF CAPITAL GIFTS

Chains date: as som as possible. An equal or possible in equation of the possibilities: direct the operations, services and staffing a filternational Staffars. This cher. Arizona 85572, or those 662; 42x839t.

International Business/Marketing: School of Manager campus outreets, information as civities, and individual group advising. Oversee development and an alternate of innoversity of Alaska Fairbank. Assistant Manager and International Business/Marketing position to teach undergraduate fine antitumal Business of the proposition of services. Flan and oversee generations with AACSB accretized. Splatfars are competitive with AACSB public schools, both undergraduate and compressions, with academic, cross-cultural and longitude components. Seek in an objection. Family and recrebence is a confidency of the public schools, and country specific pre-departure original operations. Such as a primary liniton to compuss offices on policy matters and articulations of services. Flan and oversee generations with AACSB accretized. Splatfars are computative actions, with academic, cross-cultural and longitude components. Seek in any supporting others with their prospects, providing stewardship services, keeping events and supporting others with their prospects. Providing stewardship services, keeping events and supporting others with their prospects. Required Selected and substitutions and supporting others with their prospects. Required selected givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening experience, communications skills. Travel required. Knowledge of deferred givening works in capitaliviajor caits irogram cultivating and soliciting major donor prospects, developing strategles for prospects, providing stowardship services, keeping records current, and supporting others with their prospects. Requires bachelor's degree, jundatising experience. Communication skills. Twavel required. Knowledge of cleffered giving advantageous. Write immediately with résumé to: Capital Citts Search, Office of Davelopment & College Relations, Lasoyette College, Easton, Ph 18042-1774, Lasoyette College.

Associate Professor beginning Septembe 1, 1992. Earned doctorate in hospitality o related field required. To teach undergrad undergraduate courses in one or more of the following areas: Hotel Operations, Facilities Management and Computers in Hospitality. Responsibilities include teaching undergraduate und graduate courses, studen advising, departmental and university committee assignments, and professional research. Salary commensurate with qualifications. Research stipepd available to neviaculity. Trans Tech University, a 25,00 student multi-purpose university, is located in Lubbook, on the South Plains of Texas. The aemi-grid climate is excellent, will over 3,530 hours of sunshine annually. The nine-year-old Restaurant, Horle and Institutional Management (RillM) Program is housed in the nations third largest College of Home Economics. RHIM has approximately 550 undergranduate students and 3 graduate attudents. The program was recently named one of the tup programs in the country by "Natlon's Restaurant in 1992. Send résumé and three references to Dr. Linda C. Houver, Education, Natifition and Restaurant Horle Management, Tever Tech University, P. O. Box 41162, Lub book, Texas 73409-1162.





Preparing for the future is what we're all about. Tomorrow's leaders are today's University of Marth Carolina students. We're very proud of our history of strengthening our state and nation by gen cruting the sharp, productive minds that are so vital to the future. If you'd like to play a wial role, join us at UI-IC

Director, Human Resources Administration

As a senior staff member of Human Resources, responsible for overall planning, systems and program development and imple-mentation for the University's employee records, position classification and performance management programs. supervises policy development and udministration and pay plan ninistration. Reports to the Associate Vice Chancellor for fuman Pesaurces. Demonstrated successful human resources program management experience needed. Knowledge of and perience in the N.C. State government system preferred. Bachelor's degree and four years of general personnel experionce or directly related experience as an officer or specialist, including at least one year of independent or advanced specialist work involving the development of proposed policies and implementation procedures. Salary range \$33,304-54,375.

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. For an application, please telephone (919) 990-3200 (Toll Free Research Triangle Area) or (919) 962-2991 or write: Employment Department, Office of Human Resources. The Department, Office of Human Resources, The University of North Carolina at Chapel Hill, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Affirmative Action



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries.

Anticipated

Master's degree is required. Minimum three years' experience in higher education as Financial Aid official or comparable administrative experience is required. Proficiency with management information systems essential. Excellent human relations stills required. Responsibilities: manage all aspects of several major Title IV federal financial aid programs, including all federal reporting requirements, as well as the management and financial accountability for these programs; coordinate all aspects of "Special Programs" administered by the office; advise students, parents and public in all matters related to financial aid programs; serve on Senior Management Team for planning, development and implementation of office policies and procedures. Salary is commensurate with qualifications and experience. Anticipated hire date is March 1, 1992. "Pending Final Approvat". Application deadline is Pebruary 15, 1992. Submit letter of application and résumé to:

ASSISTANT DIRECTOR

Eather filli, Director Student Ald and Scholarships Louisiana State University 202 Himes Hall

Human / Community Sciences: Associate Dean, College of Human and Community Sciences, University of Nevada, Reno. Work with faculty to encourage and enhance scholarly productivity. Twelvementh, tenure-irack, senior academic appointment in unit within the college. Reports to Dean. College consists of Community Health Sciences; Human Development and Pamily Studies; Human Ecology; Nutrition; Recreation, Physical Education, and Dance; Social Work; and Contest for Applied Research, Child and Pamily Research Geriatic and Gerontology, and Health Career Advisement, Raciline research, Crimite and Gerontology, and Health Career Advisement, Raciline research (expecially interdisciplinary), grant writing, addition of research component to community service projects. Spervise Directors Community Sciences [18], October 1992. Salary commensurate with qualifications. Applied Research Center Advisement, Raciline research Center Advisement, Raciline research Center and Center for Nevada, Reno, Nevada 89559; (202) 784-6975. Position contingent upon fund-

DIRECTOR

Marianna Kistler Beach Art Museum **Kansas State University**

Kansas State University seeks a Director for the Marianna Kistler Beach Art Museum scheduled to open in 1995. The Director will be responsible for providing leadership during the museum's development and will be actively involved in the development and implementation of museum pulicies. The interest collection consistence in the active to a collection consistence on the continuous directions. university's art cullection concentrates on twentieth century American att in all media. Its exhibitions and programs reflect art and culture in Mid-American.

Qualifications

Qualifications:

• advanced academic degree in an history or related discipline;
• significant accomplishment in museum administration;
• a record of professional/academic achievement;
• outstanding administrative and fund-raising skills;
• ability to enhance an active program for acquisitions and exhibitions;
• skills in formulating policy options/recommendations;
• exceptional communication skills and an ability to work with diverse constituencies.

Kansas State University is a comprehensive research land-grant university recognized for its quality education to over 21,500 students. The university is situated un a beautiful campus in Manhattan, a progressive community of approximately 50,000 persons focated in the scente Fint Hills of northeast

Screening of candidates begins February 28, 1992. Preferred starting date is July 1, 1992. Salary is competitive with benefits. Please send letter of application and curriculum vitae to:

Charles Reagan, Chair, Search Committee Anderson Hall, Room 110 Kansas State University Manhattan, KS 66506 (91.3) 532-6221

Kansas State University is an Equal Opportunity, Affirmative Action Employer.



Director, International Management Center (IMC) COLLEGE OF BUSINESS ADMINISTRATION

The International Management Center (IMC) Director is responsible to the College of Business Administration dean for the administration of IMC programs and staff and the development and coordination of comprehensive international Business programs in conjunction with the CBA faculty and academic units. The Director shall also hold faculty appointment at the Associate or Full Professor rank in a College of Business Administration discipline with teaching and research responsibilities commensurate with administration duties.

Candidates must hold an earned doctorate in a business related discipline appropriate to faculty appointment in the College, present a distinguished record of scholarly achievement and teaching effectiveness in an established international Business program, and demonstrate effective leadership, administrative, and interpersonal skills. The CBA is AACSB accredited and offers BSBA, MA, Master of Accounting and Master of Taxation degrees with 45 full-time faculty, 800 FTE undergraduate and over 200 FTE graduate students. The IMC was established in 1991 to provide coordination of comprehensive International Business programs including curricula development, research, executive programs, faculty and student exchange programs, and international business development assistance.

The University of Tulsa is a private comprehensive university of 4500 students located in an urban area. The university is an equal opportunity, affirmative action employer committed to diversifying its faculty and staff. Members of underrepresented groups (people of color, people with disabilities, women, veterans, etc.) are strongly encouraged to apply. Applications will be given full consideration until the position is filled. Send inquiries or resume to: J. Markham Collina, Associate Dean, University of Tulsa, .0 South College Ave., Tulsa, OK 74104, (918) 631-2213.

journalisms The University of Guam solicits applications for the following tomer or son-leasers track, full-time position lose, two-, or three-year appointment: instructor to Associate Professor (Communications), The University of Guam is a U.S. accredited lastitution that serves the island of Guam and other islands in the Western Pacific region. University of Guam faculty salaries are competitive with those of the University of Hawaii and major mainland universities. Duttes and Responsibilities. Teach undergraduate coarres in media, such as Introduction to Maus Communication, Broadcast Production, and Broadcast Journalism. Supervise student intensishing in local media, in addition teach other media and speech communication crosses. lournalism. Supervite student interessing in local media. In addition teach other needs and speech communication courses, including the required course, Fundamentals of Speech Communication courses, including the required course, Fundamentals of Speech Communication. This person will be accommended to provide input into the University of Quan. Minimum Qualifications: Doctorate professed master a Degree in communication of lourning and slandfactor broadcast media experience. Application of Process: Submit outriculum vitae, three recent letters of reference, official students media experience or equired. Application of process: Submit outriculum vitae, three recent letters of reference, official students media experience or equired. Application of process: Submit outriculum vitae, three recent letters of reference, official students degree at a management of the process of the pro

Latino/Latin American Studies: Lecturer. Appointment for 1992-93 academic year with possibility of extension. Two sections per senester on the history, politics, sociology, literature, or culture of Latinos in the U.S. or Latin America. Williamens to work with special-access student population. Selary commensural with application. Selary commensural with application.

Lawr The Texas Tech University School of Law is seeking resumes from persons intercuped in teaching courses in Texas Fre-trial. Trial, and Appellate Procedure. Experience in Texas civil practice or teaching experience in civil procedure subjects or both is highly desirable. There is some fearibility in chnosing courses to complete the balance of a full-time text complete in the balance of a full-time text for the text of t

ing. Review of applications will begin fet-ruary 15, 1992 and configue until position is diffed. EEC/AA Employer.

Source of the College is the following feature or non-leasers track, full-time position (non-two-, or three-year appointment): Instruc-tor to Associate Frofessor (Communica-tions). The University of Guam is a U.S. accredited institution that serves the island of Guam and other islands in the Western

from members of groups currently underrepresented in higher education, including
women, members of ethnic minorities and
disabled individuals.

Lawfeonomics: The Ko.h Distinguished
Professorship in Law and Hoonomics, University of Kanass The Schools of Law and
Business at the University of Kanass teek
to fill the position of Koch Distinguished
Professor in Law and Economics. The successful cashing emission of the professor in law and business and will be expected to continute to the overall service
and leaching emission of each school, in addistion, the Koch Professor will advance an
established restarch gerad in the areas of
law and Economics is expected to be an
established echolar and teacher with mational and international credentials. A

The Chronicle of Higher Education • January 22, 1992

Director of Athletics

General Description of the Position
Applications and nominations are invited for the position of Director of
Athletics (full-tune, 12-mounl). Administrator III), with an intended appointment date of August 1, 1992. The Director of Athletics is responsible to
the President of the University on policy matters and reports directly to the
Vice President for Academia. Albars. The Director: (a) is responsible for the
overall supervision of the University's Intercollegiate Athletics Program,
including the management of personnel, funitees, program promotion, facilities, equipment, and compliance to campus, State and NCAA rules, (b) is
required to demonstrate strong management and communication skills (o)
most have an understanding of the role of athletics within the University
structure and its relation to the educational mission of the University; (o)
must be an advocate of positive academic progress of those students particstruture and its relation to the cuteational insisting of the University; (d) must be an advocate of positive as adenia progress of those students paragrating in intercollegiste athletics; (e) must provess the ability to work electively with students, faculty, and administration, as well as off-campus constituencies; and (f) must have the ability to actively promote the support of athletics with both on and off-campus groups including students, faculty, alumni, local businesses and boosters.

Qualifications
Successful candidates will possess a minimum of a master's degree in an appropriate field, with a doctorate preferred. Some university or college-level administrative experience is required, experience as a Director of Athletics or an Associate Director of Athletics at NCAA Division I level is preferred. The candidate's experience must provide evidence of an understanding and working knowledge of all facets of a broad additions program including budget management, long-range planning, marketing, and a demonstrated communication to abude by NCAA rules, Title IX and affirmative action politics. Compensation

Compensation

Salary is commensurate with the background and experience of the individual selected. Cal Poly offers excellent fringe benefits. All rights associated with this appointment are governed by the Management Personnel Planadopted by the Board of Trustees of The California State University. Applications/Nominations

Applications/Nominations
Applications/Nominations will be considered until the passion is filled. However, for full consideration, applications should be submitted by March 15, 1992. Cal Poly is strongly committed to achieving excellence through cultural diversity. The University actively encourages application and minimations of women, persons of color, and members of other underrepresented groups. Applications should include a current resume and the names, addresses, and telephone mainbers of at least three professional references. Applications, monimations, and majuries should be addressed to.

A. Charles Crabb Interna Associate Vice President for Academic Resources California Polytechnia State University San Lus Obispo, CA 93407 (805) 756-2186 Lax (805) 756-5292

Aftirmative Action, Equal Employment Opportunity



PSYCHOLOGIST II

Center for Counseling & Student Development

The University of Delaware currently seeks applications from individuals with a Ph D in Counseling or Clinical Psychology (preferably from an APA approved program), two to five years of post-doctoral counseling experience (college of university counsoling setting desired), and possession of or eligibility for DE licensure as a Psychologist. Proven skills in working effectively with women's issues are also required

This position is responsible for individual and group counseling on personal, educational and career concerns, teaching and supervision in a Master's level grad program and an APA approved doctoral internship; outreach and student development activities, consultation with individuals of groups of students, faculty and staff, and other related duties Faculty rank possible. The Center environment in cludes several psychologists and four full-time doctoral

The University of Delaware is located in Newark, DE, a small college town midway between Baltimore & Philadelphia, and has an enrollment of approximately 15,000 undergraduates and 3,000 graduate students. To apply, send a letter of appli cation, resume, three letters of reference and transcripts all graduate work to John B. Bishop, Ph.D., Dean o Counseling and Student Development, University of Delaware, Newark, DE 19716-8501. Application deadline February 28, 1992

The UNIVERSITY OF DELAWARE is an equal oppo employer which encourages applications from qualified minority group members and women

Lawfeenenks: The Koch Distinguished Professorship in Law and Hoonomics. University of Kanasa The Schools of Law and Business at the University of Kanasa seek to fill the position of Koch Instinguished Professor in Law and Economics. The successing candidate will be described in the processor of the second the second the second the second that the second teaching anissing of each school, in addition, the Koch Professor will advance an stabilished restarch seed on the areas of law and economics. The Koch Professor of Law and Economics is expected to be an established scholar and teacher with metional and international credentials. A

NURSING RESEARCH COORDINATOR Nursing Research Earns Respect at L Louis Children's Hospital

The ongoing work of nursing professionals at St. Louis Children's Hospital has resulted in over acentury of progress in pediatrics and advances In areas of prematurity, congenital heart defects, injectious diseases, cancer, kidney disease, neurologic and metabolic disorders. Their collaboration and dedication in research, leaching and patient care, coupled with our afiliation with the Washington University School of Medicine, makes it possible for us to continue to be one of the nation's foremost providers of pediatric medicine and health care. The Division of Nursing Services was the leader in the creation of the local nursing research

The opportunity to pursue your own research program, collaborate with and mentor experienced and novice nurse researchers, and secure an adjunct appointment in BSN/ graduate program in nursing is available in our dynamic, proactive environment. Qualified candidates must have an MSN and an earned doctorate degree in nursing or a related discipline, supported by a track record of excellence in clinical nursing research and demonstrated grant writing skills.

We can provide compensation commensurate with qualifications and a benefits package that includes a health and dental plan, plus paid time off. Living in St. Louis will afford you access to superior libraries and academic institutions to helpfurther your professional career. For confidential consideration, send your CV, sample of publications and names of three professional eferences to:

Human Resources Dept. Children's 400 S. Kingshighway St. Louis, MO 63110

Equal Coportunity Employer M/F/D/V

Director of Athletics Hampden-Sydney College

Himpden-Sydney seeks an experienced coarle'arbleries administrator to be Director of Arbleries. The Director will be expected to provide leadership for the department, consistent with Callege philosophy, principles, and policies, and to be responsible for overall departmental operation, including interollegiate, intramural, and other programs, as well as the management of dishloric facilities, in addition, the Director will coach analyor base direct responsible for rome of the coach analyon base direct ilky for some other program within the department, depending on

Amember of the NCAA, Division III, and of the Old Dominion Athletic Conference, Hampden-Sydney is a residential college of 970 men luciated in a mid-step sixty-five miles west of Richmond. The College, now in its 116th year, has a strong academic program and excellent arthers. Excitives Chares in a physical education curriculum.) It is committed to the concept of the sudent-athlete in a first-class, intercollegiate program and to the ideal of beakful and vigorous physical activity for students living in a residential sening.

Theses Director should have an appreciation for, and understanding of, the ole of schledes in a selective liberal arts college and should be the kind of prior whose life reflects those qualities and values that make the Director a appropriate model for young men.

Qualifications: Bachelor's degree minimum, coaching experience, pretera-by on the college level; administrative experience highly desirable, strong organizational and interpersonal skills. rosition available: July 1, 1992 (a twelve month position)

Applications and nominations will be accepted through Tehruary 17, 1992 Applicant should submit a letter of application, a résutifé, and the names, indicases, and telephone numbers of four references. All should be sent to: Lewis H Drew, Dean of Students

Hampden-Sydney College Hampden-Sydney, VA 23913 impden-Sydney College is an Equal Opportunity, Affirmative Action Em-

by Erforcement: Tenure track faculty and Enforcement Start September, 1992 busine March 1, 1992 or until filled Ind. A.B.D. or I.D. plus Master. Dr. Koniel, Box 07, Mankelo State University, Markelo, Minnesota 56002. Protected class; strongly encouraged to apply.

by the canadates should have the following and nominations with a recovered unit of position is filled. ECVAA Employer. The Efforcement: Tenure track faculty law information. Start September, 1992, or until filled family. But the standard manner is the faculty law information. Start September, 1992, the filled family. But the standard start is the family be supposed to supply. It is the standard professional legal family or 1.0. plus Master. Dr. It is the standard manner in the family of the family or 1.0. plus Master. Dr. It is the family of the family of

DIRECTOR of Business Administration and PROFESSOR of Policy & Strategy

The Bloch School of Business and Public Administration, University of Missouri-Kansas City, seeks an assec, or full prof. to lead 20 member Division of Business Admin-istration. Administrative exper., proven track record in resourch, publication, and credentials in policy. Send resume and salary req. to Dean William Eddy, Bloch School, 5110 Cherry, Kansas City, MO 64110.

An equal opportunity institution.

RECRUITMENT/ **ADMISSIONS**

recruitment of college graduates for our Medical & Veterinary Schools Please send résumé: Ross University 460 West 34th Street, New York, N 10001, Attention: Dr. Ross.

BAYLOR UNIVERSITY

ATHLETIC DIRECTOR

Baylor University in Waco, Texas is requesting applications for the position of Athletic Director of the University's Athletic Programs. Baylor is a member in good standing of the Southwest Athletic Conference and is an NCAA Division 1-A University. The position will be vacant on May 31, 1992 and it is the University's intent to have a successor named by the end of April 1992. Salary and compensation commensurate with experience and qualifications, comparable to other division 1-A programs.

Resume and three letters of reference must be received no later than February 20, 1992. Send to:

Professor David M. Guinn, Chairman Faculty Athletic Council Baylor University School of Law P.O. Box 97288 Waco, Texas 76798-7288



Baylor University is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Baptist General Convention of Texas. Minoritles and women are encouraged to apply.

DIRECTOR OF DEVELOPMENT College of Fine and Applied Arts

The University of Illinios at Urbana/Champaign seeks a full-time development professional. The position will commente fully 1, 1992. The Director of Development will report to the Dean and will be responsible for identifying, cultivating, and soliciting major donors; designing and implementing special campaigns for specific needs within the college, which involves both direct mail and telemarketing; conducting a comprehensive gift acknowledgement, thour recognition and stewardship program. Candidates should have minimum of 5 years' experience working with donors in a major arts organization and/or university, or other multi-or-profit corporation. Bachelor's degree required: Moster's degree preferred. Salary is commensurate with qualifications with an initial appointment of five years which is renewable. In order to ensure full consideration, applications must be received by March 31, 1992. Soud resume and references to: and résumé and references to:

Dean Kathryn A. Martin, Chair College of Fine and Applied Arts University of Illinois 110 Architecture Building 608 Lorado Taft Drive Champaign, IL 61820 217-333-1660

The University of Illinois is an Affirmative Action,

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LAFAYETTE COLLEGE

DIRECTOR OF ALUMNI AFFAIRS Directs a full program of alumni/as activities including, but not limited to, reunions, home-coming, regional chapters, special events, and miner efforts intended to encourage and develop alumni/ae involvement. Serves as executive secretary to the Alumni Association Supervises administrative and support personnel, manages all budgets for the department, and serves as general publisher of the Alumni Neuse.

and servers as general publisher of the state of related experience, proven organizational and communication skills, and excellent interpersonal skills. Partitions with communication skills, and excellent interpersonal skills. Partitions with communication skills, and excellent interpersonal skills. Partitions are skills, and excellent interpersonal skills. Partitions are skills, and excellent interpersonal skills. Partitions are skills and with Lafayures or similar institutions advantagecus. Write immediately with resume to Vice President for Development and College Relations, Lafsyeria College, Easton, PA 18042-1774. Lafeyette College is committed to equal opportunity theoretic administration of the College in College.

appointment at a lower level. Annual salary taperannuables will be within the professory and the minimum is MK \$65,820 and the average is HK \$65,820 and the average is HK \$65,820 and the severage is HK \$65,820 and the severage is HK \$67,820 and the severage is Action of the severage is the very severage in a supervisory or administrative capacity. Excellent interpersonal and communications of staff and faculty are tequired. Familiarly starting are tequired. Familiarly starting are temperature and the severage in the severage is the very severage in the severage in the supervisory or administrative capacity. Excellent interpersonal and communications are starting are temperature and the severage in Media supervisory or related field. Minimum of the years are provided as a supervisory or administrative capacity. Excellent interpersonal and communications are starting are the severage in Media supervisory or related field. Minimum of the years are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communications are supervisory or administrative capacity. Excellent interpersonal and communication are supervisory or administrative ca

7 3/4 of salary, children's education sinds and seculty are required. Parilliar and experiments are provided. Further particulars and application forms may be obtained from Appointments (AVISS). Association of Commonwealth Universities. M Gordon Square, Aondon WCHM OPF. UK: or from the Appointments (Provided Parilliary (Pr

VILLANOVA UNIVERSITY Director of **Public Relations**

(TO TO EXIDED FOR CONTRACTOR AND ADDRESS OF ADDRESS OF A STATE OF A STATE OF A STATE OF THE OWNER.

(Search Extended)

Villanova University seeks an experienced professional to manage a first-rate public and media relations program. The successful candidate will lead all public relations, publications, news relations, advertising, and public information functions; serve as chief spokesperson for media and community relations; and direct the university's involvement in community affairs.

Proven PR experience, undergraduate degree and excellent written communications skills are required; experience in higher education is preferred. Managerial and supervisory skills are essential. Vifiannya University is an independent coeducational Catholic institution of higher learning with an enrollment of more than 12,000 day and evening students, located 12 miles west of Philadelphia.

Send letter of application, résumé and list of references to:

Mr. G. Thomas Bull Director of Personnel Services

Villanova University is an affirmative action, equal opportunity employer.

Rockland Community College, located thirty miles north of New York city, is an open enrollment public community college serving a diverse multi-ethnic population. The College is committed to increasing the number of faculty and staff of color and strongly encourages applications from African, Latino, Native and Asian-American candidates

DEVELOPMENTAL STUDIES COUNSELOR

Twelve month tenure track position. Provide academic advisement, lead group and individual counseling sessions, and develop group counseling curriculum. Master's degree in counseling or related area required. Preference will be given to those with experience in multi-cultural counseling and with educationally disadvantaged and/or ESL students, and to those with a PhD and proficiency in Spanish or French. The position may-include administrative coordination. Salary range from mild to upper \$20s.

The review of applications will begin on February 10, 1992 and continue until the position is filled. Send resumes to:

Affirmative Action Office.

145 College Road, Suffern, NY 10901

ate plans and programs, provide leadership and guidance to the career development of the staff; assess resource needs, prepare annual badget request; analyze departmental performance; serve as bibliographer for the general reference collection in the humanities and social sciences and business and loarmaiten; coordinate joint service programs; participate in hivary and University committees and in appropriate professional activities, Qualifications: ALA-accredited MLS; miamoum five years exprience in a research bibrary leadership, organizational and analytical akills demonstrated through experience designing and implementing effective library service programs; demonstrated ability and experience in planning, budgeting and supervision of personnel, excellent interpersonal

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SOUTHWESTERN

UNIVERSITY

SCHOOL OF LAW

CHIEF FINANCIAL OFFICER

Southwestern University School of Law is seeking a CFO. The CFO reports to the Dean/CEO and the Board of Trustees. Applicants must have a B.S. in accounting or business administration. A CPA is required and experience in higher education preferred.

Southwestern University School of Law is a private law school which was founded in 1911, and is fully accredited by the American Bar Association and the Association of American Law Schools (lucated in the Mid-Wilshire area of Los Angeles). The school enrolls 1,100 students in full- and part-time programs leading to the first professional degree in law. The school has approximately 120 full-time employees and the annual operating budget exceeds \$13 million. Financial aid programs approximate \$15 million annually. As a non-profit entity, Southwestern administers a variety of fund-raising programs.

Salary and benefits are highly competitive and commensurate with qualifications and experience. To apply, send résumé and references to SOUTHWESTERN UNIVERSITY SCHOOL OF LAW, 673 S. Westmore-

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

BRADLEY UNIVERSITY

Transfer Admissions Representative

Bradley University invites applications for the position of Transfer Admissions Representative. This full-time position includes traveling to community colleges, interviewing prospective transfer students, telemarketing, reviewing applications for admission, evaluating transcripts for transfer credit, compus visits and articulation programs, and assisting in developing publications. Strong presentation, organizational and communication skills are essential. A Bachelor's degree is required and previous admission experience is highly recommended. Experience in transfer admissions is preferred. The satery is commensurate with experience. Sand letters of interest, three letters of recommendation and résume to: Angola Roborson. Associate Director of Enrollment Management. Bradley University. 1501 W. Bradley Avenus, Peorla, IL 61625. To receive full consisterations will be accepted until the position is filled.

Bradley University is an Equal Opportunity. Allismative Action Employer. Minorities and women are encouraged to apply.

and Avenue, Los Angeles, CA 90005-3992, atm: Mrs. Yokoyama.

DIRECTOR

Michigan State University **SCHOOL OF SOCIAL WORK**

The School of Social Work at Michigan State University is seeking a Directhe sensor of social work at American State Oniversity is seeking a force-tion to help lead it into the 21st century with a vision of social work educa-tion, is holizable and practice. "Advancing Excellence in Social Services for Populations-at-Risk." is the organizing theme of the School of Social Work. The School offers programs at all three degree levels, accredited bactalune-ins program, MSW program with concentrations in chinical social work and in administration and program evaluation; and an interdisciplinary Ph.D. program in social science and social work.

program in social science and social work.

The Director of the School of Social Work is the clief executive officer of one of the three professional schools within the College of Social Science and participates with other college academic morts in developing cooperative programs and maintaining academic excellence. An important role of the Director is to maintain and develop interdepartmental collaboration within the university and links with the larger community. In consultation with the faculty, the Director has the responsibility to administer all facets of the School's academic programs as well as budget and personnel.

Michigan State University is adjacent to Linsung, state capital of Michigan. The School of Social Work has a communicant to collaborate with state agencies and other social service agencies in outreach, training, and research in the human services. Michigan State has a land-grain imission and is also a member of the Association of American Universities. The University's global perspective is reflected in its recognized International Studies Program.

gram. Candidates for the position must have an ramed doctorate, in addition, a graduate degree in social work is preferred. The position requires demonstrated administrative expertise, outstanding scholarship achievement, teaching and practice experience and a recent of obtaining external finding. Achievements in areas such as international social work and social welfate, private-monprofit services, youth-at-risk, and gerontology are highly desirable. We navire applications from all qualified persons and strongly encourage women, members of immoring groups, and persons with handicaps to apply.

Review of applications will begin Telemary 15, 1992. Applications will be accepted until suitable candidates are selected. Send a letter of application, turiculum vitae, and names of three references to:

Gilbert J. Greene, Ph.D., Char-Durertor Search Committee Michigan State University School of Social Work 254 Baker Hall

East Lansing, Michigan 48824

Michigan State University is an Equal Opportunity, Affirmative Action Employer.

RESEARCH PROJECT PROFESSIONAL IN ACADEMIC COMPUTING

We are seeking a person to carry out various research, information-gathering, and writing tasks to assist the director in developing plans and priorities for academic computing, and in disseminating information about academic computing to faculty and students. The person will be actively involved in the process of applying information technology to support research and instruction in the university and will have an opportunity to work with incividuals from many parts of the institution.

The position demands demonstrated analytical and critical skills, experience conducting independent research, effective writing skills, and lamiliarity with a research university environment. Specific requirements include an advanced degree or at least 2-3 years research or writing experience relevant to the position; familiarity with computing in support of research and instruction; maturity to deal professionally with faculty and other administrators. Experience in multiple academic disciplines, professional publication record, management of computing projects and success in securing grants or contracts are preferred.

Full description and requirements available on request. The position is available immediately; applications received by 8 February are assured of full consideration.

Starting salary in the low 30's depending on qualifications. To apply or request additional information, contact:

Deborah Cooper, Director of Human Resources Management University of Chicago Computing Organizations 1155 East 60th Street, Chicago, IL. 60637-2745 (312) 702-3225-voice, (312) 702-9865-(sx

of application and resume by 5:00 p.m., 28
February 1992 to: Ms. Robin VanAisting.
Porsonnel Administrator, Library of Michigan, 717 West Allagan, Lamang, Michigan, 48009. Equal Opportunity, Access Employer.

Ulbrard Head Librarian, Al Access Employer.

Ulbrard Head Librarian, Al Access Employer.

Library: Head Librarian: ALA-accredited master's degree with advanced degree preferred. Three years' experience is an academic library preferred; commitment to the aims and goals of the two-year college. A master's degree is an academic library indicated the preferred Application deadthe February 17, 1992. Send letter of application, returned and names, addresses and phone numbers of three references to: Dr. J. J. Asherof, Vice President for Academic Affairs, East Georgia, College. University System of Georgia, Swainsboro, Georgia 1969. Affirmative Action. Equal Opportunity Employer.

Library: Head Librarian. College of the Ozarks invites applications for head ilbrariform a national of 330,000 dependent from a property of the college of the Carles invites applications for head ilbrariform a minimum of 330,000 dependent from a minimum of 330,000 dependent

The University of Chicago is an Allimative Action Equal Opportunity Employer and encourages applications from women and minority group members.

Library: Assistant Director of Technical Services, The Library of Michigan is seeking an individual who will act as both the Ansistant Director of Technical Services. The Library of Michigan is seeking an individual who will act as both the Ansistant Director of Technical Services and as Sanior Cataloguer in the Catalogues Section. Responsibilities will include suspervision and impagrance activities, as well as original catalogue in an environment of automated billiographic control using OCLC and NOTIS. Mester's degree from an ALA accredited program. Minimum of three years are and innovation in an includence in Library Selecte from ALA-accredited program. Minimum of three years' experience in catalogues. Minimum of three years' experience, S15.36.

22.206 per hour (approximately 53) 996-343,801 annual pulse seculetts firms benefits Interested persons should submit letter year, work-study library and the program of specification and results in the planning and implementation of incovers in two or more broad academic special or an extending repair of application and results of study of a programment to Caristian faith and service. Feepar and deliver bibliographic instruction and related information services and subject are search directions. In assigned and identify curriculum and reason to commitment to development and development assigned and identify curriculum and reason to commitment to development and development assigned and identify curriculum and reason to commitment to service and sationated assignment of automated to program. Minimum of three years' experience in the planning and implementation of incovering and weekend bours, rotating for programs and an incorporation and results of the program of a specification and results of the program of a specification and results of the program of a specification and results of the program of the program of the program

inport qualifications and experience. Minimum rank: Librurian I. Benefits inchale 22 days' vincation; 17 holiday, recets and personal days; relifement; health care, and relocation assistance. Application deadlins: February 29, 1992; applications will be accepted until position is filled. Please and release and personal days; relifement; health care, and relocation assistance. Application deadlins: February 29, 1992; applications will be accepted until position is filled. Please and cletter of application, reliand, and names of 3 references to: Diane Y. Turner, Director, Library Personnel Services, Yale University, Enterory, P. O. Box, 1630 Y ales Existent Markey, P. O. Box, 1630 Y ales Existent New Haven, Connecticut 06520. An EEO/AA employer.

Library: Bibliographic Services Librarian, Northeastern University, Boston. Provide references and related information services. Prepare and deliver bibliographic instruction accounts. Conduct online and other feebnolosy-based searches, Serve as listoned on process and density curriculum and reason to one or more and mainlain currency of collections development asteoments, evaluate the collections, select materials within alisted budget, and identify curriculum and reason, preservation or replacement. Participate in the planning and implementation of insovative arise materials within alisted budget, and identify them seeding and weekend bours, rotaling with other staff. MLS from an ALA-accredited program. Two years of experiences with other staff. Services days schedules incide and programs. Two years of experiences with collections, select materials within alisted budget, and density items needing and weekend bours, rotaling with other staff. MLS from an ALA-accredited program. Two years of experiences with collections are staff. MLS from an ALA-accredited program. Two years of experiences with collections are staff. MLS from an ALA-accredited program. Two years of experiences with collections and analysis, and with bibliographic instructions programs and analysis, and orence sources in two or more broad acdomic areas. Some experience with collections policy development, selection and
library: Librarian.—Cataloging, Kutztown
library: Librarian.—Cataloging
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Systems & Computer Technology Corporation is a national leader in providing computing management services & applications software to institutions of higher education. We are currently to the provention of higher education with proventions. seeking talented consultants with provided backgrounds in the following higher education applications to join our team:

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We offer highly competitive salaries commensurate with experience and an excellent benefits package interested? Send resume and salary history to: Dianne Downey, SCT, 4 Country View Rd., Maken, PA 1925.

For further information on career opportunities with SCT, call our JOB LINE at 1 (800) 722-2344 An equal opportunity employer.



DIRECTOR OF ANNUAL FUND

The University of Dayton, a comprehensive Catholic university for Dayton, Ohio, with an enrollment of 11,000 students seeks applicants for the position of Director of Annual End Duties include planning and implementing solicitations for a annual fund programs. Position will assist in establishing gala and plans to achieve these goals. The focus will be on increasing participation in annual donor clubs. This person will active solicit memberships for the top annual donor club Develop volunteer base for annual solicitation of donor club members. This individual will provide proper supervision for all annual support programs including teletund. Bachelor's degree. For example, the programs including teletund. years' experience in annual fund programs, including telems keting. Iwo years' supervisory experience. Two years' person solicitation experience. Previous experience in higher education preferred. Excellent communication skills. Apply/send résunt

> UNIVERSITY OF DAYTON Office of Human Resources .300 College Park Dayton, Ohio 45469-1636



The University of Dayton

An Affirmative Action, Equal Opportunity Employer

Rohrbach Labraty, Kutziawa Umwersity, Kuztawa, Pennsylvania 1930 Kutziawa Umwersity, is an Affirmative Action, Equal Orportunity Employer.

Library: Coordinator of Serials Services in responsibilities: the Constitutor of Serials Services in responsible for the periodicals/microfournit desk, building, serials acquisitions, and serials cataloguing functions of Serials services in responsible for the periodicals/microfournit desk, building, serials acquisitions, and serials cataloguing functions of Serials services in responsible for the periodicals for the periodical formation of serials ended to the services of the services ment of the library with the Dean and the library's management team Contributes to the profession through every and scholarly activities. Qualifications Required MLS from an ALA-actedated program, successful management of a fibrary service, especience with sensity operations. Its perience with a main bibliographic utility preferably OCLC, LC MARC, AAC RZ, and LC cataloging and classystaction Preferred: experience in public service, academic thrasies, and knowledge of CARL. Background the Aurain Library located information services on a campus supporting the diverse programs offered by the Community College of Denver and the University of Colorado at Denver The mission of the 26 library faculty and 60 FTF library staff includes providing and manufaining a collection and environment which stimulates and nourishes the growth of selection and environment which stimulates and nourishes the growth of selection and environment which stimulates and nourishes the growth of selection and environment which stimulates and nourishes the growth of selection and environment which stimulates and nourishes the growth of selection and environment which stimulates and nourishes the growth of selection and environment. The indents and LSO FTB faculty is served. All the productions are described in the growth of the server of the server. The sudents and LSO FTB faculty is server. The sudents and LSO FTB faculty is server. The sudents and LSO FTB faculty is server. The sudents and the server of th

Library: Cutaloger of bero-America. Per light betalast Available. December 1, 1991, becamber 1, 1991, becamber 1, 1991, becamber 1, 1991, becamber 1, 1991, and the light of the formals in Spanish; Cusian, asilve tupnese Train and superior Lean Avaisants Qualifications: Receipt and Avaisants Qualifications: Receipt and Avaisants Qualifications: Receipt the Avaisants of Catalan and Parturuses: Amorificate the Catalan and Parturuses: Amorificate and Catalan and Parturuses: Amorificate all experience with OCLC, AACL, and L. Cavarification and subject healest a quirted. Two or most person expenses and existed a Academic background in productive to the catalager ribus supervisory experiences and existed a Academic background in productive to the catalager ribus supervisory experiences at 12-month scademic background in productive and a 12-month scademic background in productive at 12-month scademic background in productive at 12-month scademic papolatuse (spanish) as 12-month scademic papolatuse (spanish). Send application ideas, estant subject to the productive and production in the productive and the productive and production in the productive at 12-month of the productive and production in the productive and 12-month of the productive and productive in product

RULLETIN BOARD: Positions available

DIRECTOR OF INTERCOLLEGIATE ATHLETICS Michigan State University

East Lansing, Michigan

Mongan State University invites nominations and applications for the posten of Orector of Intercollegisto Athletics. The Orector reports to the Provettyles President for Academic Affairs and administers the intercollegiste athletic program consisting of 25 sports for mon

Michigan State University is one of the nation's leading land-grant institutions and a member of the Association of American Universities (AAU), its fourteen colleges enrolling approximately 40,000 students. In intercollegiste ethletics, Michigan State University is a Division I marker of the National Collegiste Athletic Association and the Big Tengal Collegiste. member of Life Macketing

The Director is to provide effective human resource leadership and management of the Department of Intercollegiate Athletics, including recommending the appointment of coaches and other imployees, and interpreted in other contractual matters; prepares and administers recommending the appointment of matters; prepares and edininisters the ential operating budget of the Department; also, the Director is the principal representative for the promotion and advancement shelt programs with campus, community, and alumni groups and appropriate athletic bodies, within the context of an understanding of the role of athletics in a university.

The University is committed to maintaining academic and athletic ax-celence in both revenue and non-revenue sports activities and, to that end, seeks an individual possessing the appropriate values and ability towark and communicate effectively with diverse constituencies in an

Candidates must possess a bachelor's degree as a minimum, experi-Candidates must possess a bachelor's degree as a minimum, experience in leadership and management which reflects abilities to administer complex intercollegiate athlotic program with the fiscal, academic and professional integrity required by a university of this stature and in completic with rules and regulations of assuciations and conferences of which the University is a member and in accordance with the principles enuclated by the Knight Commission. The University is committed to affirmative action, especially in administrative appointments. The position offers a competitive salary and benefits in a multiple-year

Applications, including a curriculum vitau, and nonmations should be submitted, preferably by Fubruary 1, 1992, to the Champersian, Athleic Director Search Committee, P. D. Box 1434, East Londing, Mchgan 48823.

MBU is an Affirmative Action, Equal Opportunity Institution *******



ASSOCIATE DIRECTOR HOUSING & RESIDENCE LIFE UNIVERSITY OF DELAWARE

The Office of Housing and Residence Life invites applications and nominations for the position of Associate Director for Housing. The university, located midway between Philadelphia and Baltimore, serves 15,500 students, 7.350 of whom are housed in 65 residence halfs. The department is selfsupporting with operating budget of \$16.8 million and a sound reserves system. Active returbishing and renovation programs are in place. The department's organizational values are service to students, a quality environment, respect for individual differences, and integrity. A student development of this poor preveits. hilosophy prevalls.

One of three associates, this professional is responsible for meintenance, renovations, housekeeping, purchesing, union relations, conference housing, related budget, and management of 15 professionals and 85 custodial and skilled lades employees. The Associate serves as a member of the department's steering group.

A master's degree in student personnel administration, business administration or a related field is required along with a minimum of five years effective experience in a significant administrative capacity in residence halts or a multifaceted auxiliary operation. Willingness to work respectfully with people of diverse backgrounds required. The Office of fourier and Pesidence Lie is actively seeking to create a Housing and Residence Life is actively seeking to create a racially and culturally diverse work force. The position demands a creative individual with proven management and interpersonal skills.

Send letter of application and resume by February 28, 1992 to: David G. Butler, Director of Housing & Residence Life, University of Delaware, Newark, DE 19716.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.

thray: Humanities Librarian (tienuse mid. Includes reference clerk service in a summed (DYMIX and various CD interest library; library; instruction, harvon with charroom faculity, collection development, and online literature searches. A new floor building in the final stages of planning will also advantage of the most promises facures of borary and campus formation. Minimum qualifications advantage of the most promises facures of borary and campus for appreciace with library computer agreement envices: varied undergraduate this areas. English, history, communications, and phistophy, Substantial professional experience with professional experience with professional experience with library and phistophy, Substantial professional experience in professional experience i



ASSOCIATE DIRECTOR OF LIBRARIES

Georgia Southern University, a unit of the University Systems of Georgia, was founded in 1906 and became a regional university on July 1, 1990. The 457-acre campus is located in Statesburg, a community of approximately 25,000 residents. 50 miles northwest of historic Savannah, and 200 miles southeast of Atlanta. Enrollment in Fall 1991 of approximately 13,000 student reflects a 100% growth since 1984, resulting in the addition of more than 195 faculty positions. The University offers 25 undergraduate degrees in 77 major helds of study. Litterum passage's education is 1904, and an education specialist. of study, thirteen master's degrees in 39 tields, and an education specialist degree with 15 majors. Georgia Southern ofters selected graduate programs in Savannah in alfiliation with Armstrong State and Savannah State Colleges. The Zach S. Hemlerson Library consists of 6 departments with 15 full-time faculty, 28 full-time staff members, and 3 part-time staff members. As of lune 30, 1991, holdings were approximately 435,000 total volumes, adding approximately 15,000 volumes per year; the books/sertals budget is \$800,000. This 12-month position is tenure-track with faculty rank, available August 1 1992. The Associate Director will assist the Director in the administration of 1992. The Associate Director will assist the Director in the administration of the Ultraries and in the coordination of activities among the departments and with other agencies statewide. Required Qualifications: Candidate must hold an MLS or equivalent master's degree from a graduate school accredited by the American Library Association, and have at least 10 years' experience as librarian in increasingly responsible positions. Preferred Qualifications: Record of administrative experience as department head or equivalent in a library setting; broad-based knowledge of library operations, automation, and services; demonstrated skills in written and oral communication and interpersonal relations. Salary and rank: Commensurate with qualifications and experience. Serul letter of application, vita, and the names, current telephone numbers, and addresses of three references to Dr. Rosemary DePaulo, Chair of Search Committee. Landrum Box 8142. Georgia Southern University, Stateshoro, GA 30460-8142. Deadline: March 13, 1992.

The names of applicants and numinees, résumés, and other general non-

The names of applicants and numinees, résumés, and other general non-realuative information are subject to public inspection under the Georgia Open Records Act. Georgia Southern is an Affirmative Action, Equal Oppor-

REOPENED

University of California, Santa Cruz

MULTICULTURAL SERVICES LIBRARIAN. ASSISTANT LIBRARIAN/
ASSOCIATE LIBRARIAN. SALARY RANGE FOR THESE RANKS:
\$28,668-\$50,496. Reporting to the Head of Reference Services: Responsible for providing leadership in library services for the campus multicultural community. Coordinates an outreach program. Provides library instruction and specialized reference service in multicultural studies. Provides general reference service in the social sciences and humanities; serves 12-15 hours a week at the Reference Desk, including weekend and evening service; participates in computer reference service; prepares and presents instructional materials; selects reference: materials. Participates in library-wide activities, including administrative committees and special projects. Qualifications required graduate degree from an ALA-accredited library school; demonstrated ability to communicate and establish thes with the UCSC multicultural community and to provide an intensive outreach program to that community; broad interest in the humanities/social sciences and in working with undergraduates, graduate students, and faculty; ability to work at the reference desk, provide library instruction, and perform online searches. Preferreds prior reference desk experience; multicultural outreach experience. Previous applicants are still under consideration and need not apply. Application deadline March 31, 1992. Applicants should supply a statement of their qualifications, a resumé, and the names of four references who can comment on their qualifications. Send correspondence to: Katherine Belars, Assistant University Librarian-Personnel, University Library, University of California, Santa Cruz, California 95064.

ICCSC is an Affirmative Action, Equal Opportunity Employer.

UCSC is an Affirmative Action, Equal Opportunity Employer.

Addition for all the control of the

Program Managers for the Illini Union University of Illinois at Urbana-Champaign

Applications are now being accepted for two positions of Program Manager for the Illini Union at the University of Illinois at Urbana-Champaign.

Program Managers are members of the Program Department and report directly to the Associate Director for Programs. Areas of responsibility for the five Program Managers include such activities as Mom's Day Fashion Show, DLd's Day Variety Show, craft fairs, films, art gallery, art sales, travelogues, Block I cheering section, calendar book, concerts, lactures, Fall and Spring Musicals, Cultural Events Committees, College Bowl, International Fair, etc.

As an advisor to student volunteers, the Program Manager works closely with members of the Illini Union Board, providing them with: advice, input and direction on recruitment; personnel management; leadership development; program planning and administration; and on-site events and program coordination. As a manager of programs and budgets the Program Manager: maintains complete records for reference and continuity; maintains financial records and prepares necessary reports; communicates University and State policies, evaluations and procedures to the volunteer staff; and serves as liaison with other departments and University units. Weekend and evening hours required.

Minimum Qualifications: BA required, MA preferred plus two years experience in student activities programming as a student or professional and possession of a genuine commitment to multiculturalism. Experience in a college union/student activities is preferred. Ability to relate to and work with diverse students is essential.

Positions are full-time with a starting date of June 1, 1992. Salary commensurate with experience.

in order to ensure full consideration, a letter of application, resume and three letters of reference should be sent to:

Hank Walter, Chair Program Managers Search Committee University of Illinois 284 Illini Union 1401 West Green Street Urbana, IL 61801 (217) 244-8332

Deadline for receipt of application materials is February 7. 1992 or until acceptable candidates are identified.

The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

The Illini Union 🔝

DIRECTOR OF ADMISSIONS

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West Virginia University CONTROLLER Search Extended

West Virginia University seeks applications and nominations for the position of Controller to direct the accounting and reporting requirements of its \$310 million annual operating budget the University, a land-grant institution which also serves as a comprehensive state university, is the only occorrange granting institution in the state Enrolling 27,000 students in 176 comprehensive Health Sciences Center.

Dutles: The Controller is responsible for proper overesting and recording of

comprehensive Health Sciences Center.

Duttles: The Controller is responsible for proper processing and recording of financial transactions, for the peoparation of all official financial reports, for of campus assets and fulfillment of debt responsibilities. The Controller directly supervises a staff of 100 persons to provide accounting, student lee controller directly tions, payroll preparation, financial reporting, inventory, tax controller directly management, and disbursement services to the Campus; the Controller also superis of all Campus business and direction to the accounting and control functions reporting to the Controller also functions reporting to the Controller also functions reporting to the Controller include Accounts Pavable, Bursar, Pays.

Aspects of all Campus business and financial activities
functions reporting to the Controller fuchade Accounts Payable, Bursar, Payable, Payable, Payable, Bursar, Payable, Paya

Salary: Salary compessive and consistent with qualifications Application Process: For full consideration, submit: (1) letter of application, of three references by February 15, 1992, to:

Dr. Einest R. Goddes, Chair Controller Search Committee Controller's Office P. O. Box 6001 West Virginia University Morgantown, WV 26506-6001

West Vuginus University is an Equal Opportunity. Attimative Action Employer.

Momen and minority persons are especially encouraged to apply.

PLANNING & PLACEMENT

Boston University School of Law seeks a Director of

Career Planning and Placement to manage this estab-lished office. Responsibilities include developing job opportunities, establishing and maintaining contacts with alumni, counseling students and alumni, planning pro-grams, conducting workshops, designing and preparing informational/marketine materials for students and

informational/marketing materials for students and

informational/marketing materials for students and employers, identifying and collecting resource materials, and supervising a staff of five. Position requires an indepth knowledge of the legal profession with 5 years' experience in law placement. Excellent organizational, interpersonal, communications, and career counciling.

interpersonal, communications, and career counseling

skills are essential. A Master's in Counseling ancl/or JD degree preferred. Minorities are encouraged to apply. Please send resume and cover letter to: Hilary Murray,

Boston University, Office of Personnel, 25 Buick Street,
Boston, MA 02215. An Equal Opportunity/Affirmative

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BOSTON UNIVERSITY

DIRECTOR, CAREER

DIRECTOR AEROSPACE RESEARCH CENTER College of Engineering and Applied Sciences Arizona State University

Tempe, AZ The College of Engineering and Applied Sciences (CEAS) invites applications for the control of Director of the newly created Aerospace Research center in the College appointment in the College appointment in the College of Engineering and Applied Sciences at the tank of Professor: A dynamics, Propulsion, Plush Mechanics, Guidance and Control, Adonics, Smittens, Machine and Automation, all as applied to the broad area of aerospace engineering relations to above on an ability to generate external research support and to develop strong industrial relations to also necessary.

Evidence of an ability to generate external research support and to develop strong industrial relations is also necessary.

Scope The successful applicant will be expected to create an environment within which strong disciplinary research is fortiered, regardless of the applicant's own specialty. This cross disciplinary research should bright together not only the different departments within CEAS but should include the technical staffs of our local industry. Some funding for the Center is available from the State, as part of the Engineering Excel towards the establishment of the Center as well Finally, letteral funding for several local aerospace times have made significant financial commitments projects has also been obtained. The successful applicant will be expected to build on and expected to hadd on and

Proverties the endocument of the Service of war a running for the service for the position will be expected to build on end expected the support bear.

Administration: The ediministration of the position will be similar to that of the other research centers of the CEAS in that capacity feathers are Research Center will like switch the Dean of the CEAS in that capacity. Feathing and administrative responsibilities with the Director's home exademic department will be appropriately redesped. Application Proceeding Interest parties should forward a letter of interest along with a Compilerar research and names and addresses of three references to Dr. David K. Schmidt. Application Research Center Director Search Committees College of Engineering and Applied Selences, Adsona State University. Temps, A2 85267-8006. The search committee and begin network applications on February 15, 1992, but applications will continue to negotiably until the position is sted. The preferred starting date is July 1, 1992, but it is

Arbong State University is an Equal Opportunity. Affilmative Action Employer

REGISTRAR/DIRECTOR OF ADMISSIONS

Armstrong State College invites applications for the position of Registrar/Director of Admissions to be available July 1, 1992. The Rogistrar/Director of Admissions reports to the Dean of Academics and Enrollment Services. This office is responsible for recruitmont, admissions, registration, and all functions related to those

Armstrong seeks an individual who:

Armstrong seeks an individual who:

possesses outstanding prior experience and success in the field of enrollment management;

possesses strong management and team building skills;

demonstrates success as an administrator with the capacity to demonstrate a commitment to building diversity in the college community, among employees and students.

Challfierlians: Master's degree paguinal Administrative country.

Qualifications: Master's degree required. Administrative experi-ence in admissions or student records management required, as well as experience with information systems.

wen as experience with information systems.

A letter of application, a current resumd, and at least three letters of recommendation must be postmerked on or before March 13, 1992. Applications should be sent to William L. Megathiin, Dean, Academic and Euroliment Services, Armstrong State College, 11036 Aberrorn Street, Savannah, GA 31419. Guorgin is an

Armstrong state college is an appirmative action, equal opportunity employer.

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Director, Office of Intellectual Property

Michigan State University is inviting applications and nominators by the nawly established position of Director. Office of Interfectual Prop.

erty.

The Director will report to the Vice President for Research and Graduate Students and will be responsible for the licensing of University owned patents, copyrights and other tangible research property. Additional simulation of faculty discourses, evaluation of the discourses to commercial viability, and strating, negotiating and maintaining license agreements. The Director is agreement of the commercial controlled patents on the commercial community and participates in negotiations involving search grants and contracts as well as bearing the primary responsition of this new position of the primary responsi-

bility in licensing negotiations.

The establishment of this new position offers an outstanding opportunity for an experienced, senior licensing person. Compensation will be compellative and will depond on qualifications and experience The successful candidate should have, as a minimum, a bachelors ender experience degree (an advanced degrae is prejentable), familiarity with law, especiation of tederal and non-federal contract and grant administration.

while a university.
This position requires a self-starter, the ability to work wall with others and attention to detail and good negotiating skills, coupled with energity environment.

Michigan State University is an Equal Opportunity and Affirmine Action Employer. Applications from women and minorities at an

Applicants should send a résumé of their education and expanents and the names, addresses and telephone numbers of at least three to

Dr. Henry E. Bredeck Assistant Vice President for Research Room 238, American Building Michigan State University East Lansing, Michigan 48824-1046

Screening of applications will begin March 1, 1992 and will continue until the position is filled.

RESIDENCE HALL DIRECTOR University of Wisconsin Oshkosh

The Residence Hall Director coordinates student/personnel activities in a half of 200-600 residents. Responsibilities in clude: staff supervision and development, advising half government, programming, individual advising administration and a special assignment in an area of department

Qualifications Master's degree and residence hall expe-

Salary \$18,882 (10 month appaintment) plus apartment, meals and excellent fringe benefits. Some summer work is

Starting Date August 14, 1992 Application Process Send a letter of application, resume, and names of three references to:

Linda K. Johnson Assistant Director of Residence Life-Staffing University of Wisconsin Oshkosh Oshkosh WI 54901-8689 (414) 424-3212

Screening Begins February 25, 1992 Deadline for application is April 5, 1992

An alphabetical listing of all nominees and applicants, without differentiation, may be released following the dosing date. Interviewing At the Oshkosh Placement Exchange, NASPA and ACPA. OSHKOSH

1992 and continue until the pu

UW Oshkish is an Equal Opportunity/Affirmative Action Institution

Pittsburg State University DIRECTOR, STUDENT CENTER

RULLETIN BOARD: Positions available

ps Jeason of Student Alfairs invities applications for the position of Student Gra Director. The Director reports to the Associate Vice President for select Alfairs and will provide administrative londership for a Student Center pagans and services. The operation includes the University lend service's an adding programming, and the University lend service's an adding programming, and the University ticket office. The Director will receive two Assistant Directors.

Cody approve two Assistant Larectors.

QUALIFICATIONS: Bachelor's degree responed, Moster's degree preferred, ground four years' experience with increasing responsibilities and superactor developing the Student Center related operation. Ability to provide leading as a focal point for University programs and services. Must have experience with related computer operations by have excellent without and written communication skills.

Surface excellent various and written communication status.

Single his twelve-month, non-tenure carriing position will be commonstated as the surface of the position and experience, solary carrier \$27,000, \$47,000 [1992]. Women and minorities are communicated by For his consideration, applications are the February 15, 1902. Search excesses will the position is filled Applications strong Inchain a letter of excess to

Dr. Kurt Czupryn Student Center Director Swarch Committee Student Affairs Office Pinsburg State University Pinsburg, KS 66762



Pilishurg State Umversity is an adve action, equal opportunity condenses

Director of Career Counseling

the Cornell Law School is seeking a Director of Career Counselling This is a newly created position toporting directly to the Dan of Students. The Director will counsed L11 and 11 M students and alumning various aspects of corner plantating in the director will also be preparable for developing and implementing creative and improvement of corner plantation will also be preparable for developing and ages choices.

dier choices.

Qualified candidates should prosees a f.15 with a national of 2year of legal practice experience. Candidates with advanced
consoling degrees with a minimum of 2-5 years of professional
interpronal and communications and also be considered. Isocolical
that an School to be a state of the same tempored.

That an School to be a state of the same tempored. aspersonal and communication source are required.

As School is located in little at NY. the located of the Junger lakes Region of upstate New York. The School has a studion body of approximately fitte students consider in [11] and graduate

regions.

Intersted individuals should send a cover letter and resume to base complete. Dept. Addition, Stating berekes, Cornell linersity, 100 Day Hell, Blace, NY 1485 (200). Control is an and women are encouraged to apply



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THE UNIVERSITY OF IOWA COLLEGE OF EDUCATION

Program Administrator The Connie Belin National Center

for Gifted Education The University of lower invites applications and nominations for a Program Administrator in The Counie Belin National Center for Gifted Education. This is a twelve-month, professional and scientific appointment with the prospection of an adjunct inculty appointment.

presentity of an adjunct meanly appointment.

Responsibilities: To administer precollege programs for gifted students; to the administration of falent sentenes; to supervise graduate assistants and practice students; to conduct research in the field of gifted the development of research proposals and grant applications to restart in Amathematicans. Remains a Master's denote in education or related area of

Qualifications: Requires a Master's degree in education or related area of Campurable education and experience. A Doctoral degree is desirable. Experience in administration and organization of precodlege programs and administrative experience is desirable, the individual of the computer skill in data entry and analysis is highly desirable. Teaching or identiced education. Salary: Competitive and negotiable.

Satary: Competitive and negotiable.

Discreted persons should submit a letter of application, vita, graduate transcripts, and three letters of recommendation to: Dr. Nicholas Colungia, Discreter, The Connie Belin National Center for Gifted Education, 10 Lindquist Center. The University of Iowa, lowa City, IA 52242. Review of applications will begin March I and will continue until the position is to begin no later than August, 1992.

The University of lowa is an Equal Opportunity and Affirmative Action Employer.

Director of Equal Opportunity

The Rockeleller Franchiscon invites applications and nominations for the position of Director of Equal Opportunity. Fletche heads the Equal Opportunity Division, emercly domestic in ottentation, it has a twofold focus: (1) wearing and protecting the basic rights of minority group Americans; and care

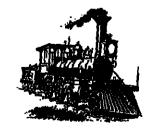
While there is no prerequisite educational requirement, the successful canwhater must have the capacity for feadership in the equal apportunity field,
of special on, ertit of the Foundation. Other requirements include the ability
post maners in the Foundation. Other requirements include the ability
post maners in the field, the capacity to operate effectively in the research,
actest minimizations, and the ability to conceive, develoy, implanting and
York, the successful candidate must be willing to travel extensively. The
traces

Naminations and qualifications, together with supporting materials, should

Makolin MacKay Managing Ditector Russell Reynolds Associates 200 Park Avenue New York, New York 1010s

multion rendomment and a strong as indemic requiration. Send letter of noptication, resource and purpose and telephone unsphers of thines references to Professor Bert Homes, Chair, Mathematics, Search Committee, while, Arkansas 71501. Applications accepted until position is filled. AAFGIE.

Mathematics Education: The Department of Corticulum and Instruction invites applications for an Assistant Professor of Mathematics Education. This is a sine-month of the interest position of the professor of Mathematics Education. This is a sine-month is, in mathematics education with an emphasis in mathematics education with an emphasis in mathematics education and at least three years of successibilities include teaching muder-andications and endicational sectionally writing, advising muster and forcing the calculation of the continuity writing, advising muster and forcing the calculation of the continuity writing, advising muster and forcing the calculation of the continuity writing, advising muster and forcing the calculation of the continuity writing, advising muster and forcing the calculation of the calcu



Coverage of breaking news that affects higher education - from state capitals, academic conferences. and campuses throughout the country and the world --

every week in The Chronicle.

DIRECTOR OF COUNSELING

El Paso Community College is an innovative, growing multi-campus institution educating and training over 28,000 multi-cultural and non-traditional students, Serving the growing needs of a sunbelt metropolitan population exceeding 587,000, the seven day a week class schedule offers liberal arts, technical, vocational and non-traditional aducational programs.

Reporting to the Dean of Student Services, the Director of Counseling will develop and evaluate institution-wide systems for assessing student aptitudes, abilities, career planning, and educational goal attainment. Implementing accessible counseling, referral, degree planning services and student orientations will be key elements of the

Qualifications include a Master's degree in a related field and directly related experience, strong supervisory and leadership skills, and a demonstrated shifty to formulate and implement policy and procedure.

We offer an excellent salary commensurate with education and experience and a highly competitive benefits package. Plasse submit letter of application, resume and transcripts by 2/28/92 to:

El Paso Community College Personnel Department P.O. Box 20500 El Paso, TX 79998

815-775-8017

CALLY CON to request an application packet. Equal Opportunity/Affirmative Action Employer

INDIANA UNIVERSITY

Department of Residence Life ASSOCIATE DIRECTOR: Responsibilities include coordination of programs and services that relate to student devolutement (Halls of Restriction Ultratics, community agencies, etc., Assumes teaching responsibilities or a segmed by the Uncettor. Advises Residence Hall Association (RHA) executive loand, RHA President (Council), and RHA Sides Run nation and devolutement of sudering and selfing artivities. Assists in the coordinates advertising, soliciting, and selfing artivities. Assists in the coordinates represent student government programs among the residence, and Orientation Programs, Master a degree required with a minimum of five special council programs, Assists adopting the interface of the programs of the programs of the programs of the programs. Assists a degree required with a minimum of five special council position available left, 1, 1992. Application Deadline, January 31, 1992. Interested and lates should edunit a letter of application and credentials by.

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COORDINATOR OF RESIDENCE LIFE: (Antik haded Operanga, Responsibilitie, include Jacuby)

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Chair, Coordinator Search Committee

Chair, Coordinator Search Committee

Both North Jordan, Bloomington, IN 47405

Indiana University is an equal opportunity, affirmative action amployer. The Departm of Residence Life is committed to hiring a tactaffy and culturally diverse staff, Mino candidates are strongly encouraged to apply.



ASSOCIATE DIRECTOR

OF PLANNED GIVING

University of Virginia

The University of Virginia is seeking an Associate Director of Planned Going who will report to the Director of Planned Giving. Specific responsiblents will include identification, cultivation, solicitation, and closing of defined gifts for the University of Virginia and its related schools and fundation. The Associate Director of Planned Giving will also serve as a retnical resource for development officers and university administrators.

Qualified applicants should have a master's degree or equivalent experience and three years of experience in planned giving. Experience in higher education is a plus. Experience in allied fields such as estate planning, law, trust management, and investments is preferred. Salary will be commensurate with experience.

Applications would be appreciated by February 28, 1992, but will be accept-dual the position is filled. Letter of application and resume should be sent

Ms. Elizabeth Flanagan

University of Virginia Post Office Box 9013

Charlottesville, Virginia 22'AN-1811.3

The University of Virginia is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply

Committee on International

STAFF DIRECTOR

Organizations and Programs

The National Academy of Sciences/National Research Council is seking a staff director to provide leadership of a program concerned with global issues and international networking cooperation in science and technology through international multiflateral organizations. Will assist the U.S. science and technology community in the conclusion in the production of the programs such as any incomment.

organizations. Will assist the U.S. science and technology compunity in the conduct of global programs such as environmental change, energy development, natural hozards, and human resources, providing policy advice to strengthen effective U.S. participation. Other duties include overseeing programs supporting U.S. membership in nongovernmental scientific organizations, i.e., the international Council for Scientific Unions (ICSU), continuing the involvement of corresponding U.S. national committees, and monitoring activities of intergovernmental scientific organizations, e.g., Unesco and others. Position requires an softened degree in science, engineering, science policy, or international relations, with 8 or more years of related experience, demonstrated effective management and supervisory skills, of lective eral and written communications skills, demonstrated ability to prepare position papers on a variety of international science policy issues, and capability to conduct strategic planning. Familiarity with international scientific organizations and their linkages to global programs is desirable. Fluency in one or more European languages is desirable, but not mandatory. Please sond resume in conflidence to: NRC/OIA, HA 450 (CP), 2101 Constitution Avenue, N.W., Washington, D.C. 20418. EOE.

Director of Planned Giving Office of University Developmen

UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT

Environmental Safety and Health Manager

Department of Energy Laboratory Oversight Program

The Office of the President is the central administration for the University of California System. In addition to administration of the nine campuses in the system, the Office of the President, under contract with the Department of Energy (DOE), manages three laboratories: Lawrence Borkeley, Lawrence Livermore, and Los Alamos National Laboratory.

Livermore, and Los Alamos National Laboratory.

Reporting to the Special Assistant for Laboratory Administration, this position will serve an important role in oversight of activities relating to compilance with HS&H laws, regulations, and orders, and will provide oversil policy guidance on ES&H issues. While primary responsibility for ES&H remains within the management of each Individual laboratory, this manager will have the following responsibilities: policy oversight and development, self assessment and contract compilance: periodic review of the effectiveness of performance-based criteria re contract compliance, analyses/review of new DOE ES&H orders and coordination of compliance; review of ES&H audits and development of corrective actions; review/coordination of responses to ES&H enforcement action; serve as primary spokesperson with DOE and public spokesperson for the University on ES&H issues at the labs, and coordinate related public meetings; facilitate communication among the labs regarding ES&H issues

QUALIFICATIONS: Education and experience equivalent to completion of a Master's degree in a technical field related to ES&H; substantial experience in waste or environmental management, industrial hygiene or safety, or health physics: experience in government agency and/or knowledge of lederal requirements; background with a scientific research and development organization; demonstrated ability to work effectively and manage efficiently in a large, complex organization; excellent writing, analytical and communication skills. A DOC: "Q" clearance will be required.

Compensation will be commensurate with qualifications and experience. AA/

Résumés should be sent by February 28, 1992 to: Betty M. Armstrong, Heidrick & Struggles, Inc., 300 S. Grand Ave., Suite 2400, Los Angeles, CA 90071-1685.

DIRECTOR OF LIBRARY SERVICES

Western Wyoming Community College announces an opening for the above position. This is a full time position with duties to commence approximately july 1, 1992. This position will assume the overall direction of the affairs of the library including financial programming, planning and development, staff supervision, procurement of books, periodicals and other related items. The incumbent must possess strong leadership, supervisors and technical skills.

Graduation from an A.L.A. accredited college or university with a master's of Science degree in Library Science together with five years of position-related experience is required. Relevant work experience in a public-supported community college is preferred. Competitive salary. Excellent benefits. Closing date for receipt of WWCC application form is February 21, 1992. Also, please submit resume, letter of application and academic transcripts. For further information, please contact: Personnel Office, Western Wyoming Community College, P.O. Box 428, Rock Springs, Wyoming 82902-0428 or call (307) 382-1610.



Medicine: University of Hous Kons, Lec-user in Surgery (Reference 91/92-60). Ap-plications are invited for a Lectureship in the Department of Surgery, Applicants should have a medical qualification regis-trable to Hous Kons and must possess a Estimated of cost of the Bound Colleges of Box 27, Birmingham, Alabams 35294. the Department of Surgery, Applicants should have a medical qualification registrable in Hong Kong and must posters a Fellowship of one of the Royal Colleges of Surgeons and have an uterest in Castrojnestinal or Endocrine Surgeors, Experience in teaching and research is required. Annual salary (superannuable) is on an 11-point scale: HK \$292,980-\$89,740 (agproximately US\$1 = 118.7-77 as at December 4, 1991). Starting salary will depend on qualifications and experience. At current rates, salaries to, will not exceed 15% of gross income. Children's education allowances, leave, and medical benefits are provided. Further particulars and application forms may be obtained from Appointments (40220), Association of Commonwealth Universities, 36 Control Source Lorice

Medicint/Dean; Alabama-Dean. Applications and nominations are now being recepted for the position of dean of the University of Alabama School of Medicine,
UAB, Canaldates should be recognized
leaders in the field of medical education
who possess appropriate credemials and
experience in professional and academic
gositions. The University of Alabama
School of Medicine is an administrative
component of UAB academic health canter. The dean reports to the vice president
for health affairs and garticipates administratively in consideration of the academic
policy, plans and programs of the entire
health center. The deen also serves as the
chief academic and administrative officer
of all of the School of Medicine and has
responsibility for instructional, research,
service and patient care programs. EEO/
AA employer. Please send letter of intent

Minority Data Bank, Saginaw Volkey State University is creating its own majority data tonk in an effort to achieve faculty diversity. Applicants are ancouraged to subush a citizent returned. SVSU differs more than 60 programs of study leading to bachloy's degrees in Aris, Science, Business Administration, Elecutral Engineering, Mechanical Engineering, Nursing and Social Work. Master's degrees are offered in Crininal Justice/Political Science, Education, Arts in Teaching, Business Administration and Nursing. African-American, Hispanic, na. Nursing, African-American, Hispenic, native American and other underrepresented groups are encouraged to apoly. SVSU is a regional institution with a student body of more than 6,400. It is skunted between the municipalities of Saginaw, Bay City, and Midland. Send resumes to Dr. Roosevelt Ruffin, Office of Multicultural Programs/Affirmative Action, Saginaw Valley State University, 2250 Perce Road, University Center, Michigan 48716.

Minority Data Bank Georgie Southwestern College is creating its own data bank in an effort to achieve faculty diversity, interested applicants are encouraged to submit a current résumé. Georgie Southwestern College is a sealor nuil of the University System of Georgie, it offers degrees in the Division of Arts and Sciences. Nursing, Business, Computer and Apolici Science, and Education with programs leading to the baccalcurate, master's and specialst levels. With a student body of around 2,200 students, Georgie Southwestern specializes in individual attention from a concerned faculty. Send résumé to: Froide J. Jones, Affirmative Action Officer, Georgie

Director of the Institute of **Portland Metropolitan Studies School of Urban and Public Affairs**

Portland State University

The School of Urban and Public Affairs at Portland State University seeks a director for the newly established institute of Portland Metropolitan Studies.

newly established institute of Portland Metropolitan Studies.
The Institute of Portland Metropolitan Studies was established by the Oregon State Brand of Highes Education as a result of a joint effort by facal governments, the Oregon Health Sciences University, and Portland State University. The establishment of the Institute reflects a growing interest in coordinating research energies and resources in a way that maximizes benefits to governments, public agencies, and educational institutions in the Profiland metropolitan area, while minimizing fiscal outlays expected from each. The institute Board identification and amount of the Institute and Colleges, as well as from appropriate professionals in government. The Institute serves as an information clearing house and neutral forum for local government and as a contact point with national organizations that serve similar functions.

Qualifications

The Institute directoribip is a senior level position within the School of Urban and Public

Qualifications
The Institute directorship is a senior level position within the School of Urban and Public Affairs. Candidates should have a demonstrated record of effective performance in the iollowing areas: management in the public and/or private sectors, state and local government policy development, applied research and institution. Collaborative and interpersonal communication skills are essential. An advanced degree is required, preferably a Ph.O., with specification in urban studies, public administration or a related social science field. Nominations and applications with a curriculum vitue and a letter addressing the above duties and qualifications should be sent to:

Dr. Michael F. Reardon, Vice Provost Office of Academic Affairs Portland State University Portland, OR 97207-0751

Imital screening will begin February 1, 1991, and will continue until the position is filled. Starting date is negotiable.



Director of Career Development

The Division of Student Development at Lewis-Clark State College insites applications for the position of Director of Career Development. The Director is responsible for a full range of career services including career counseling, testing, bit board, placement files, graduation follow-up reports and cooperative eclusions.

The Director must be practive, a copable communicator who is able to successfully interact with students, the public, employers, area schools and incorresses, and the college community.

the college community.

Successful candidates should possess a Master's Degree in student personnel, higher education or counselling. Related disciplines will be considered. A year-tional counseling certification in Idaho of the willingsto orbitols amme is destruble. Experience in carrier development in higher education or oppropriate related experience in required.

experience is required.

Lewis-Clark State College is a regional undergraduate institution within the Idaho system of higher education. It offers libers into and actences, professional programs in education, pursing, justiness, social work, exhibited justice and vocational technical programs. Outwarb programs in a variety of fields constitute a distinct unission for the Cullego. The institution currently enrolls approximately 2,000 students.

students.

Lowis-Clark State College occupies a 4-lowre campus on Normal Hill, an attractive residential area of Lewision, Idahn. Lewiston has a population of 27,000 and is larated in rural, northwestorn idahn at the confluence of the Smake and Cheawater Rivers. The major industries in the area are forest products, agriculture, or realism expipment and outdoor recreation. Lewiston is the gateway to the largest councertration of wilderness areas in the configuous states.

Develop of madianate will have Scheman 01, 1000, and well continue particular. Boview of applicants will begin February 21, 1992, and will continue matil a successful candidate is selected. Soud lotter of application and recome to. Vice Prosident for Student Development Lewis-Clark State Collego Lowiston, ID 83801

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

DIRECTOR MASTER OF MANAGEMENT INFORMATION SYSTEM PROGRAM

Illinois Benedictine College, a Catholic liberal arts institution located in the western suburbs of Chicago, seeks applications for Director, Master of Management Information System Program. Ten-month tenure-track faculty position. Some 12-month responsibilities. Master's required. Ph.D. desired (ABD's are encouraged to apply). Industry experience and college-level teaching helpful. Applications to Dr. Bruce Buchowicz, Chair, Search Committee, 5700 College Road, Lisle, IL, 60532 by March 1, 1992. EOE.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

COORDINATOR OF MEDIA RELATIONS

Grinnell College seeks an energetic, highly motivated individuals media relations experience to coordinate its active and highly cassful media relations program.

Reporting to the director of public relations, the coordinator of medications will plan, organize and manage the efforts of Grinnell's transitive modia relations program, serve as primary contacts; local and state media, and assist the director with regional and account.

Requirements include provon public relations experience of a leng three years, proferably in higher education; undergradume 6; % and excellent oral and written communications skills. Successive: didetes should also demonstrate an ability to think clearly under seguine pressure, an understanding of and familiarity with the Maire dia, and a record of positive story placements. Founded in 1846, Grinnell College is a nationally selective liberal as college enrolling 1,300 students from nearly every state and 40 other nations. Coated in one of the Midwest's most progressive and towns, Grinnell College is consistently ranked among the top college.

To be assured of consideration, send letter of application, resumbly three samples of news writing and story placements to Richard Roy way by February 7, 1992. Applications will be accepted until the position is filled.

Richard B. Ridgway Director of Public Relations Grinnell College P. O. Box 805 Grinnell, Iowa 50112-0810



Grinnell College is an AA/EO employer and especially seeks women and minority candidates.

Bucknell

BENEFITS MANAGER

Bucknell University seeks applications for the positional Benefits Manager to administer all aspects of faculty and staff benefit programs. This is a newly created positionfial will include responsibility for plan design and policy 🕬 dor negotiation, online benefits record systems, utilization analysis, and consultation with faculty and staff on all benefit plans including therable spending accounts and reliement benefit options. This position requires a bachelors degree (master's preferred) and 5 years of human resource experience with concentration in the administration of a comprehensive benefft program. College, university or other nonprofit organization experience is preferred letter of application and resume with names, addresses, and telephone numbers of three references should be sently February 24, 1992 to:



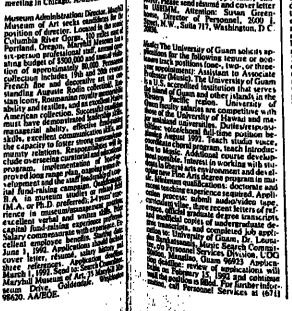
Catherine M. Sweeney Director of Personnel **Bucknell University** Lewisburg, PA 17837

Applications from women and members of minority groups are encouraged.

Southwestern College, 800 Wheatley Street, Americus, Georgia 31709.

Museums Administration: Assistant Director, Visitor Services, The Assistant Director, Visitor Services works under the supervision of the Director of Education of the United States Holoculus Memoral Museum. The position involves creation and supervision of all facets of the Museum's Visitor's experience; establishment of staff. Museum Administration: Assistant Director, Visitor Services, The Assistant Director, Visitor Services, The Assistant Director, Visitor Services, Works under the unpervision of the Director of Education of
the United States Holocaust Memorial Musupervision of all facets of the Museum's
Visitor's exportence; establishment of staff
training and support systems, preparation
of plan for visitor ortentation; management
of information desks including computers,
staff and related materials; development of
health and safety procedures, accessibility
to persons with special needs, circulation
patterns and evacuation procedures as well
as the hitting, training and management of patierns and evacuation procedures as well as the hiring, training and management of staff to carry out these functions. Requirements inticate experience in determining service needs of museums and uther public institutions; creating the procedures outlined above; hiring, training and managans paid and volunteer staff, surking with erchitects and space relamers, and well developed organizational and administrative skills. The United States Holocaust Memorial Museum is an Equal Opportunity Employer, Please send seaumé and cover tetter outst Mid. Autonion: Susun Circenbouse, Director of Personnel, 2000 L. Street, N.W., Suite 717, Washington, D.C. 20036.

Museum Administration: Shrehan Gallety Director, (Non-tenure track). Begin July 1, 1992, Eighty-five percent of full time with possibility of full time depending on funding, Experience in gallery or museum work and an appropriate post graduate degree (asignmum M. A. in Art History, Studio Arts or Arts Adminustration) or have equivalent relevant work experience. Reports to the Dean of Faculty and has full administrative responsibility for, concajuing, selecting, attanguag, and installing four to five exhibitions, plus one student exhibitions, plus one student exhibitions per ecademic year, and for the supervision of both



the same Resource Center. The Director, thream Resource Center. The Director, thream Resource Center works under the spervision of the Director of Falucation of the United Stars Holocours Memoral Museus. The position involves responsibility for the creation and management of the linear second center which will serve inchers, sudents, researchers and particle the inflication, researchers and particle the inflication, researchers and particle the inflication, researchers and particle than department of the three three traces and making contact with other Holocour organizations; thiring and managers and of staff to carry out the duties of the supercenter. Requirements include experience and teaching. Applications from members of mustry groups are especiated in young people; identifying toxing and using print and non-print principles of the Holocourst, world hystory, because of the Holocourst, world hystory, configuration and knowledge of the Holocourst and catalogina systems with computer and catalogina systems with an accordary source material interiodes of the Holocourst and catalogina systems, which with computer and catalogina systems with an accordary source material interiodes of the Holocourst of the duties of multi-free at 1-800 821-9233. EF-(FAAP).

Music: Natophonic Assistant Professor of Music, Jennic Rack gostion beginning August 24, 1992. Teach, recruit saxophone students, possibly teach 1822 studies, woodwand techniques, woodwand iterature. Doctorate or completed residency master's degree with significant professional esperience. Isvidence of excellence in performance and teaching. Applications from members of muonity groups are especially welcome. Send application letter, three recent reference letters, easiette performance large, sata, other materials as appropriate to Dr. Robert L. Cowden, Char, Department of Music, Saturbione Search, Indiana State University. Terre Haute, Indiana State University. Terre Haute, Indiana State University is an AA/EOF.

Music: Two Pusitions, assistant professor, tenure track, \$28,003/year 1. Percussionist, anist-level performer; teach private levens, methods control enaemble; assist with marching hand percussion. Jazz skills desirable 2. Music Education, elementary; teach courset for majors, classicom teachers; supervice practice teachers; MENC advisor. Doctorate or extensive publication record: K-12 teaching experience; keyloard skill required. Write for complete description. Applications by February 14, 1992, include (1) resumé 12; three confidential letters of recommendation, (3) living sources taught or could teach, (4) casdenual letters of recommendation. (3) Into the courses taught or could teath, (4) cassette tape of performance treatment or wideo tape of teaching imusic education, if possible). Self addressed stamped eavelupe for return of materials. Apply. Dr. Sherman Hong Percursion Search, S. Rox 5032, or Dr. Peter L. Curczak (Music Education Search). S. Rox 5031, in the control of Music The University of Southern Masticopil, Hamiesburg, Mississippi, 19406. USM rs. an AAIK/IE resistation Women, minorities, and members of other protected groups are encouraged to apply.

encouraged to apply.

Music: Assistant Professor of Cello foending fundings. Sine month, require track position beginning. Fall 1992. Teaching includes studio cello, non-major contributes and string methods. Other duties determined by departmental needs and candidates' transing. Master's degree required, ductorate prefessed. Ducumented evidence of successful college teaching, outstanding frastitationship and musical accomplainment, professonal actualty, and string recruiting ability. Minimum salary is \$24,000 and competitions. Send letter of apphension, vita, three fetters of recommendation, and supporting realisting by February 15 tay. Chair, Cello Search Committee, School of

Director of University Writing Program ST.LAWRENCE UNIVERSITY

Tenure-track position for assistant or associate professor to direct the University Writing Program. We seek persons especially interested in working at a liberal arts college with recognized, innovative programs in basic composition and creative writing and a strong commitment to improving writing instruction accuss the curriculum. Appointment will be in the Division of University Programs and an appropriate academic department. Responsibility primarily for developing writing instruction in team-taught, interdisciplinary program taken by all first-year students, directing peer-tulor Writing Center, and fostering initialives to improve writing instruction across the curriculum. Successful candidate must demonstrate scholarly expertise in field of rhetoric and composition, ability to communicate effectively with colleagues in various disciplines about writing instruction, and effectiveness as a writer and teacher of writing. A Ph.D. in rhetoric and composition or related field and at least three years' experience as a teacher of writing and writing program administrator, or equivalent background and experience, is strongly preterred. Application review will commence March 15, 1992. Please direct all communication to:

Or. Bruce Weiner, Co-Chair

Or. Bruce Weiner, Co-Chair Writing Program Oirector Search Committee Richardson Hall St. Lawrence University Canton, NY 13617 315/379-5125

St. Lawrence University is committed to fostering multicultural diversity in its laculty, staft, student body and programs of instruction. As an Equal Opportu-nity, Affirmative Action employer, we specifically encourage applications from women, minoritles and persons with disabilities.

DIRECTOR OF CORPORATE RELATIONS Office for Institutional Advancement

The University of Maryland at Baltimore

The University of Muryland at Baltimore (UMAB), established in 1807, is the "founding institution" and principal professional center of the University of Maryland System. The campus is becated on Macros near Baltimore's Inner Harbor and Inchales als professional schools: medicine, dentistry, law, nursing, pharmacy, and social work—an interdisciplinary granulate school and at major medical center which includes the RA Cowley Shock. Institute Center. The University, with an enrollment of 4,683 and a full-time faculty of 1,049 offers programs at the bochelor's, master's, specialist, and doctoral levels. The Director of Corporate Relations will report to the Director of Development for UMAB and will be responsible for raising private funds from the corporate sector. This entails identifying, cultivating, and participating in the solicitation of corporations capable of providing inclusive support to the University. The Director of Corporate Relations will also assist the school and campus in developing volunteer structures.

Candidates must passess a bachelor's degree, have minimally five years of working experience with one to three years of experience in major gift fund raising as well as a proven truck record in securing corporate gifts. Must passess excellent writing, organizational, and interpersonal skills and be able to represent UMAR to the public.

tionii, and interpretoria sanctic and the second second to submit a letter of application and resume including references by February 3, 1992 to: John Dent, Employment Representative, Office of Human Resources Management, University of Maryland at Bultimore, 737 W. 1 unitertial Street, Bultimore, Maryland 21201-1041. AA/HOE.

DIRECTOR OF THE RANKIN CENTER

(Reopened)

terms State University, Student Affalta Office, is accepting applications from qualified candidates for the position of Director of the Rankin Center. qualified candidates for the position of Director of the Rankin Center.

QUALIFICATIONS: Minimum of a Bachelor's Degree with Master's strongly preferred. This person should be familiar with how a student union functions and should be able to provide evidence of their having worked with students and the campus community. This person should have strong interpersonal skills and a solid understanding of students' developmental needs. It is also necessary to have the ability to provide guidance and support to students in the development of programs and activities within the guidelines of the University's procedures. It is critical that the individual be able to relate effectively with a number of different constituents in addition to students. Please send a résumé and three letters of reference by February 21, 1992 to:

Mr. Robert E. Kern

Mr. Robert E. Kern Assistant V.P. for Student Affairs Ferris State University, Rankin Center 301 Big Rapids, Michigan 49307

Ferry State University is an Equal Opportunity, Affirmative Action Employer



Lists of the latest books of interest to Academe scholarly books and books about higher education -

every week in The Chronicle.

ASSISTANT DIRECTOR OF RESIDENCE LIFE

(Anticipated opening beginning June 1992) Rutgers University Campus at Newark seeks an Assistant Director of Residence Life beginning for the Property of State of

Residence Life beginning Summer 1992. We seek a strong student development professional capable of creating a coherent multi-cultural development professional capable of creating a coherent multi-cultural community in a recently constructed residence on this urban campus. This team member will be responsible for coordinating the undergraduate residence (348 students), including counseling, staff development, discipline, facilities management and administration, hall government advisement, etc. In addition, she/he will work on campus-wide projects and programs as a member of the Dean of Students staff and co-direct use of the undergraduate facility for summer conferences and special

programs.

The professional we seek must be dedicated to his/her personal and professional growth and be willing to constructively challenge and be challenged within our department.

Successful candidate should possess a master's degree in counseling and/or student personnel (or related field) and have 1 - 3 years' live in experience. Previous experience in a multi-cultural environment and/or

experience. Previous experience in a muta-cutatral environment and of at an urban institution preferred.

Salary is competitive and fringes generous for this 12-month live-in position. We will schedule interviews in advance of the ACPA Conference. Apply with vitae and references before February 21, 1992 to: Assistant Director of Residence Life Search Committee, c/o Mrs. Carmen McCoy, Director of Residence Life, 91 Bleeker Street, Rutgers University, University Heights, Newark, NJ 07102, Rutgers University is an AA/EOE.





DIRECTOR OF CAMPUS ACTIVITIES

Bradford College seeks an experienced Director of Campus Activities to plan, coordinate, and implement a comprehensive student activities program. The Director is responsible for social, multicultural, educational, and recreational activities and programs, student orientation, leadership training, advising student government and assisting more than 25 clubs and organizations.

Desired qualifications include strong administrative, interpersonal, and organizational skills, collegiate campus activities experience, a Mester's degree in student affairs or related field of study (preferred), proven student development skills, and a demonstrated commitment to extending liberal arts education outside the classroom.

Bradford is an independent, coeducational, residential, tiberal arts college of 500 students located 30 miles northeast of Boston, Massachusetts.

Salary is competitive and includes a comprehensive benefits package. Review of applications will continue until position is filled. Please send letter of application, résumé, and 3 tetters of recommendation to Ms. Kathy Haugh, Secretary to the Search Committee, Bradford College, 320 South Main Street, Bradford, MA 01835.

An equal opportunity employer actively seeking qualified minority applicants.

45701. AA/EOE.

Music: Assistant Professor of Horn/Theory (conding funding). Nine month, tenure track position beginning Fall 1992. Teaching includes studio horn, horn methods, horn ensemble, and undergraduate core theory. Supervision of graduate assistant teaching non-major theory. Master's deserce required, doctorate preferred. Documented evidence of successful college teaching, outstanding musicianship and musical performance, professional activity, and stroag recruiting ability. Minimum salary is \$24,000 and competitive. Send state of application, via, three letters of recommendation, and supporting material by February 15 to: Chair, Hora /Theory Search Committee, School of Music, Ohio University, Athens, Ohio 45701. AA/EOE.

Music: Voice. Associate Professor of Voice, Soprano (pending funding), Nino month, tempe track position beginning Fall 1992. Teaching includes studio voice. dic-tion, repertoire, and class voice. Possible cheir of voice division. Doctorate pre-

sity, Athena, Ohio 45701. AA/EOE.

Munic: Duties: Teach applied piano and piano literature at undergradust elegiquate levels; maints in active performance schedule; recruit rilano malors. Responsibilities may include one undergraduate music history course. Qualifications: advanced degree in piano or equivalent in professional experience; success as leacher and as solo and chamber music performer. Runk: Assistant Professor. Tenure track position. Salary commensurate with rank/experience. Send letter of application, résumé, and 3 letters of recommendation to: Fay Adams. Chairman, Piano Search Committee, 1741 Volunteer Soulevand, University of Termessee. Kenaville, Tenoessee 37996-2600. Application deadline: January 31,

Music, Ohio University, Athens, Ohio | 1992. UTK is an EEO/AA/Title IX/Section 43701. AA/EOE.

Music: Position: Director of Choral Activation. Description: (1) Direct choral ensembles; (2) teach undergraduate and graduate coordinate festivais, workshors and sequence; (3) for ecessary, and the coordinate festivais, workshors and sequence; (4) if necessary, additional responsibilities dependent upon qualifications/expertise. Qualifications: (1) Master's degree required, doctorate preferred; (2) college and/or secondary school choral misic teaching experience; (3) documented evidence of ability as choral ensemble director and record of excelence in leadership of choral programs; (4) commitment to a comprehensive choral/vocal program. Rask and Salary: Assistant/Associate Professor. Salary: Assistant/Associate Professor. Salary comprehense until the rostition is filled. Department of Music: The Department of Schools of Music alone 1936. Twenty felitime faculty serve approximately 170 undecreasibles and required music states in member of the National Association of Schools of Music alone 1936. Twenty fullitime faculty nerve approximately 170 undergraduate and graduate mutic attidents in four degree programs: Bachelor of Music Education, Bachelor of Music in Performance, Bachelor of Arts in Music and the Manter of Music Education degrees, Murray State University: The University, located in west Kentucky, is a state-supported regional institution with approximately 3,300 students and 350 faculty members. The University has more than thirty-five nationally accredited programs and is located in the city of Murray which has a population of 19,000, Applications; Interested persons should apply to: Search Committee, Director of Choral Activities, Department of Music, Prica Doyle Fine Arts Center, Murray State University, Murray, Kentucky 42071. Applications should include: (1) letter of application, (2) resume. (3) official transcripts, (4) three current letters of recommendation, (2) names, addresses and telephone numbers of three additional references, and (6) tup-sepority materials of the applicant's choice. Do not seed tapes until requested Murray State University is an Affirmative Action, Equal Opportunity Employer.



EMORY UNIVERSITY Division of Educational Studies Director, Educational **Policy Studies**

Emory University, Division of Educational Studies, invites applications and normalizants to fill a position at the rank of Full Professor with tenure to serve as Director of the Division and to pursue teaching and research in Educational Policy Studies. The chief responsibility of this position is to lead a small but productive educational program in a private university as it seeks to play a major role in educational innovation, with special emphasis on the meeds of diverse student populations. In pursuic of this aim, the faculty of the Division is committed to the training of a cadre of reflective classroom teachers, educational leaders, and educational researchers. In addition to providing creative leadership for the Division, the person occupying the position of Director will be expected to teach courses and guide research in the field of Educational Policy Studies, as part of a selective doctoral training program. Qualifications for the position include: (1) administrative expendic in higher education, (2) a proven track record in securing grant support; and (3) evidence of teaching and scholarship in the field of Educational Policy Studies, or in related fields, such as the political, economic, sociological, philosophical, or legal aspects of colucation. Salary competitive. Starting 1992 Edd Semester. Applications must include a complete curriculum viace, selected preprints and reprints of scholarly publications, and the natives of three persons who have agreed to supply betters of reference. Preprints and reprints will not be returned. To insure consideration, applications and three letters of reference should be submitted no later than February 13 to:

Professor Charles Strickland

Professor Charles Strickland Chair, Director Search Committee Division of Educational Studies Emory University Atlanta, GA 30,322

Emory University is an Equal Opportunity, Affirmative Action Employer

THE UNIVERSITY OF TEXAS AT ARLINGTON

Director of Personnel

The University of Texas at Arlington invites applications for the position of Director of Personnel. The University is located in the heart of the Dallas-Fort Worth Metroplex, with a student enrollment in excess of 25,000 and approximately 5,800 employees.

The position requires extensive human resource management experience in progressively responsible management positions. Demonstrated successful experience and/or knowledge in each of the following areas: recruitment and employment; employee relations; compensation and classification; personnel records; trauting and development, benefits; and employee assistance services. Demonstrated analytical ability, oral/written communication skills, program planning experience, and leadership ability.

A Bachelor's Degree in Human Resource Management, Business Adminis-

A Bachelor's Degree in Human Resource Management, Business Administration or related area as required. A Master's Degree is strongly preferred. To receive full consideration, credentials, including a letter of interest, resound, salary history, and names of three references should be received by lebruary 21, 1992, Submit to: Vice President for Business Affairs, UT-Atlington, P. O. Box 19119, Arlington, TX 76019.

Director of Development (SEARCH REOPENED)

Small church-related college in Southeast within 45 minutes of major metro area. Minimum 5 years' experience in fund raising (candidates with college or university experience will be given preference). Reports to V.P. Development. Primary duty, Annual Fund. Must be able to articulately represent the College to various constituencies and be able to deal directly with Trustees and key volunteers. Must be computer iterate (preference given to candidates with experience in setting up and/or supervising computer record-keeping function). Bachelor's degree required, with preference given to candidates with advanced degree(s). Salary commensurate with experience and qualifications. Send résumé, three references, and selary history/requirement (preference will be given to rapites received by February 5, 1992) to Box 19-100c, The Chronicle of Higher Education.

Manic: Faculty (Music History), Ohlo University. School of Comparative Arts, Assistant or Associate Professor level. Ninemouth tenure track position beginning September 1, 1992. Toaching includes graduate music history period studies, undergraduate interdisciplingsy fine arts courses, graduate reminars in Comparative Arts. Ph.D., three years' college teaching experience required. Salary negotiable. Arphication deadline March 1, 1992. Send letter of application, three letters of reference to; James Stewart, Associate Dean, College of Pine Arts, Chio University, Jeonlags House, Atheas, Ohlo 45701. EQUAA. Women and minorities encouraged to apply.

rty.

Music: Concertmater—Peoria Symphony Occhestra. Artist/Tencher—Bradley University and the Peoria Symphony Occhestra seeks a violiciat to fill a dual appointment. Tals joint association will include performance and teaching assistanceats as well as representing these proposering organizations to the public. Specifically, the appointee would serve as concertmaster for the Peoria Symphony Orchestra and bold the rank of lecturer at Bradley University. Qualifications must include a demonstrated record of perforaling and teaching excellence. The candidate must have experience in orchestral, chamber, and sole performance, along with significant teaching experience in orchestral, chamber, and sole performance, at the university level. A muster a degree or commensorate certification is required. The appointment is for August 17, 1992. Salary is competitive. A letter of application and credentials should be accompanded by a resume, casselle tape of recent performance, and at least three letters of recommends. In the appointment is for August 17, 1992. Salary is competitive. A letter of application and credentials should be accompanded by a resume, casselle tape of recent performance, and at least three letters of recommends. In the application with addresses and telephone numbers. Materials must be received by February 21, 1992 to be given priority consider-

ation. The position will remain open until filled. Send applications to: David Vromao, Chair, Search Committee, Constance Hall, Bradley University, Peoria, Illinois 64623. Bradley is an Equal Opportunity, Affirma-tive Action Employer. Minorities and women are encouraged to apply.

Music: The Department of Fine Arts at the College of St. Francis invites applications for a full-time faculty position at the Assistant Professor level boginnian August 1992. Teaching Includes instruction in music for general education, for a teaching minor in the elementary education program, and for a music minor program. Other duties include the direction and administration of a chores for sacrefareligious rusaic and collaboration with the full time art faculty at the college. Quasifications include doctorate in the college. Quasifications include doctorate in an appropriate discipline; experience is college. Quasifications discipline; experience is college. Quasification context; experience is the administration and direction of a choral group. The College of St. Francis is a Catholic college of St. Francis is a constant at both the undergraduate and graduational testing and career programs a both the undergraduate and graduation of catholic and misorities. Solury and benefits are competitive. Employer and encourages the applications of qualified women and misorities. Solury and benefits are competitive. Send letter of application, its of other references, and other materials which document the applicant's career to Ms. Joanne Corcoran. Music Scarch Secretary. College of St. Pinncis, 300 Wilcon Street, Joseph Catholic Catholi



Director of User Services

NorthWeatNet, a regional, NSF-sponsored, communications network focusing on the computing end communications needs of the research and education community, is seeking applicants for the position of Oirector of User Services. This position will be responsible for the design, implementation, operation, and management of comprehensive information services and user services program developed collaboratively among members in a 8 state region. Specific projects include, but are not limited to, internet training programs, directory services, and on-line document storage and retrieval.

NorthWeatNet solicite applications from individuals with a demonstrated ability to managa large, multi-disciplinary projects involving a varied constituency. A successful history of document and training program development is also desired. Women and minorities are encouraged to apply.

Your correspondence, including a letter of application, curriculum vi-tee, and a list of three references, should be sent to Den L. Jordt, Search Committee Chair, NorthWestNet, 15400 SE 30th Place, Suite 202, Bellevue, WA 98007. Review of applications will commence Feb. 15, 1982, and will continue until the position is filled.

STAFF PSYCHOLOGIST **SPECIALIST**

The University of Oregon seeks candidates for a Staff Psychologist Specialist position, a twelve month fixed term renewable academic position with rank of Assistant Professor. Position begins September 1, 1902. Duries include providing intake assignments and individualignoup counseling and psychotherapy within a brief thorapy framework. This position will also develop, implement and evaluate structured program groups, workshops and outreach presentations with a wide variety of student groups and university departments. Specialization in lesbian, bisexual, and diverse cultural concerns required. This position also supervises doctoral interns in an APA accredited internship program. Doctorate in counseling or clinical psychology and licensed or license eligible in Oregon. Salary commensurate with experience. To apply, send cover letter, résumé, and three letters of reference by March 15, 1992 to:

Weston H. Morrill, Ph.D., Director University Counseling Center University of Oregon Eugene, Oregon 97403

The University of Oregon is an Equal Opportunity, Affirmative Action institution committed to cultural diversity.

DIRECTOR OF NURSING

Director for NLN accredited Associate Degree program in Nursing. Doctorate in Nursing and/or related field preferred. Master's degree in Nursing and current R.N. Recause in Louisiana or eligibility for same required. Touching experience in higher education and/or mademic administration preferred. Apportances effective July 1, 1992. Salary commensurate with education and experience. Send latter of application, résumé, official transcripts, and three letters of reference to:

Dr. Robert Cavurangh Vice-Chancellur for Academic Affairs Louisiana State University at Alexandria 8100 Highway 71 South Alexandria, LA 71302-0633

Deadlino for receipt of applications is April 1, 1992, or until a suitable applicant is found. Louisima State University at Alexandria is an Affirmative Action, Equal Opportunity Employer.

Music: Pacific Lutheran University invites applications for an Assistant Professor of Violin as part of its Minority Scholar Program. Persons of African, Hispanic, Asian and native American descent are especially encouraged to apply for this tenure track position, available in September, 1992. The



A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators -

every week in The Chronicle.

San Jose State University **University Housing Services** Assistant Director for Residential Life

|Student Service Professional III, 12 month, \$34,000 Position Reference Number: PD 91035

Responsibilities: Assists the Associate Director in all aspects of Residential Life; judicial systems, programming, leadership development staff selection and training, summer conference housing, student

Qualifications: Master's degree in student personnel or related between three years' progressive full time student services experience preferred. Sensitivity toward and experience in working with ethors diverse groups is beneficial. Surong administrative and programing

Further Information: For comprehensive job description and SRJ application, contact Joan Marie Scott at 408-924-6160.

Applications: Must be postmarked by January 31, 1992. For consideration, forward SJSU application (required), cover letter, resure and reference list to:

San Jose State University One Washington Square San Jose, CA 95192-0046



Associate Director, National Project WET. For the Western Watercourse regional water edication program, to facilitate development of National Project WET (Water Education for Teaches)

outh water education branch. Responsible for leading Project WET materials development process including writing assions. Will establish nationwide network of state WET programs and serve as office liaison with other water resource education projects. Motivated person with excellent with and communication skills must hold B.S. in education, natural resources, or related field; MS, MA, or Ph.d preferred with emphasis in curriculum design. Candidate must demonstrate experience in teaching, environmental education program a ministration, budget management, and superior oral and writen presentation. Salary: \$40,000 - \$45,000 per year. Contact Dennis Nelson, Director, The Western Watercourse, 335 Culbertson Hall, Montana State University, Bozeman, Montana 59717, for application materials and position announcement of call (406) 994-5392. Application deadline, February 15, 1992.

MOUNT IDA COLLEGE

School of Business Director of Hotel

Administration Program

Mount Ida College in Suburban Boston seeks a full-time direot for proposed B.S. Program in Hotel Administration, with antidpated unph-mentation date of fall 1992. A Ph.D. in Hotel Administration, Foreigns, or in an appropriate related field plus experience in the hotel industry at program. Responsibilities include teaching, supervision of all facets of the academic operation of the program, management and oversight of the camplum, recruitment of faculty, supervision and evaluation of faculty teating professional courses, management of the program's budget and apport of admissions: efforts to promote the program.

Send letter of application, resume, and three letters of recommendation to Academic Offices, Mount Ida College, 777 Dedham Street, Newton Center, MA 02159. Review of applications begins January 27, 1992. Nateluphone calls please.

Music: Instrumental—Double Reed and Woodwind Teacher—West Chester University's Department of Instrumental Music seeks applicately for a fill-time, renuterack feacher of Woodwinds for 1-81, 1992 to teach double reed students at a major level and all other woodwinds at a music level and all other woodwind that a major level. Classroom duties to include woodwind classes and elementary band flaccalaureate degree in Music is the minimum southing experience at the college feed is deplicable. Applicants invited for an interview will be required to perform an audition. Rank and salary dependent upon qualifications and experience. Send summary of your training, related job experience and teaching experience, pustmarked by April 1, 1992, to Ted Heavit, School of Music, West Chester University. West Chester, Pennsylvania 19183. AAJEOR. Women and minonities are encouraged to apply.

Music: Choral/Applied Voice St Norbert College invites qualified applicants for an Assistant Professor, tenter track pesition in Music Deglaning in the Fail of 1992. Ph.D./D.M.A. preferred, ABD considered. Applicants for this position should have expertise in the chural and applied solce ar-

UNIVERSITY OF NORTH TEXAS

COLLEGE OF ARTS AND SCIENCES

The University of North Texas is conducting a search to till the position of Dean of the College of Arts and Sciences.

The Dean is the chief academic and administrative officer of the College and seports to the Provost and Vice President for Academic Affairs, applicants or nominees for this position should have an outstanding solidarly record appropriate for appointment at the rank of Professor in ore of the departments in the College. Candidates should have a national reputation and the vision and creative ability to take advantage of a population and the vision and creative ability to take advantage of appointmities available in local, national and international arenas. Candidates should have strong interpersonal and communication skills, the ability to represent the College within the University and the professional doministrative experience is required. Salary is nationally competitive. The College of Aris and Sciences has approximately 10,000 students (100 preent of whom are graduate students) enrolled in 20 departments. Degrees offered include the BA, BS, MA, MS, and Ph.D.

Degrees offered include the 1935-153, the University of North Texas is an emerging national research institu-tion the vibrant and rapidly expanding 1 Jallas-Fart Worth metropolitan newith 412 acre campus. Over 27,000 students, one-third of whom are graduate students are emolled. The University offers 128 undergraduate nd graduate majors and concentrations.

and graduate majors and consentrations.

Review of applications will begin February 2n, 1992. The search will casing until the position is filled. Fach applicant should submit a professoral resume and the names and addresses of five references. Applications and nominations should be addressed to:

Chair, Search Committee for the Dean of the College of Arts and Sciences University of North Texas P. O. Box 13707 Denton, Texas 76203

The University of North Texas is an equal opportunity, affirmative action

AUBURN UNIVERSITY

Dean, College of Liberal Arts ions and applications are invited in the search for the position of

Noninations and applications are invited in the search for the position of Deanof the College of Liberal Aus at Autuum University, a land-grant university of 21,700 students. The College consists of the departments of Communication Doorders: English; Foreign Luvguages, Geography; Fristory, Journal-tit; Philosophy; Political Science, Psychology, Religion; Sociology, Anthropology and Social Work; Communication, and the School of Fine Aus with departments of Art, Music, and Theatre The College has a faculty of approximately 300; it enrolls 4200 undergraduate majors and 375 graduate students in 3 MA, M.S. and Specialist/Professional programs, and doctoral programs in English, History, Psychology and Public Administration.

Refaulty is committed to excellence in teaching and research creative activity. The Dean is expected to bring strong interpersional skills to provide creative isolership in the developing and strengthening of the programs in the College. The Dean must possess an earned terminal degree in one of the holds of the College. The Dean is the chief academic and administrative officer of the College. The Dean is the chief academic and administrative officer of the College and reports directly to the Vice President for Academic Affairs QUALIFICATIONS DESIRED

• Record of excellence in Leaching and research/creative activity • Successful academic administrative experience • Experience in developing extrangral resources

Commitment to laculty participation in inversity queensing e Commitment to Alfirmative Actional qualifying on Opportunity The salary and starting date are proportion. Applications or communitient should be submitted to

Chair, Seach Cummittee 3084 Haley Center Auburn University, Al. 36849-5218

Applications should include a tetter of interest addressing special qualifications and a resume, plus a fist of five current references. The Committee will begin its review of applications. February 1, 1992 and will continue until position is filled. ALBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, ECKLAL OPPORTUNITY EMPLOYER

the Chair, Voice Search Committee, though of Music, librar Cullege, librar, the lock 1850. A second, non-tenure ethics, one-year position in studio souce may a sarched at later date. Applicants who this to be considered for both pusitions though to indeed for both pusitions though to indeed to first their letter of application, Screening begins March 2, 1992. This declared to Employer.

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DEAN COLLEGE OF BIOLOGICAL MATHEMATICAL AND PHYSICAL SCIENCES

UNIVERSITY OF SOUTHWESTERN LOUISIANA Lafayette, Louislana

The University of Southwestern Louisians invites applications for the position of Dean of the Cullege of Biological, Mashamatical, and Physical Sciences. The Dean is the chief ariministrative officer of the College, which untils 1,100 undergraduate and 285 graduate situlents, and has 123 faculty members. The College of Sciences consists of savan departments: Biology (M. S., Ph. D.); Chemistry (M. S.): Computer Science (M. S., Ph. D.), Mashamatica (M. S., Ph. D.), Medical Record Administration; Physics (M. S.): and Statistics (M. S. Ph. D.).

The University of Southwestern Louisians is one of nine publicly supported universities governed by the Louisians State Board of Trustees. The College of Sciences is one of eight legree granting colleges in the University. The University has an anrollment of approximately 16,200 students with a faculty of 600, and offers 89 baccalcureate degree programs. USI: is located in Laisyarte, Louisians, a city with a population of approximately 92,000 people Laisyayette Is near the Gulf Coat, on 1-10 between New Orleans and Houston, and writes as the cultural center of Cajun Louisiana.

The Dean of the College of Sciences is expected to provide leadership within the College, to represent the College outside the University at the local and state levels, and to participate in appropriate national forums. Candidates should have an appropriate earned doctorate, and established record of excellence in undergraduate and graduate teaching and research, and show evidence of successful administrative experience at the department heal level or above it is destable for the applicant to have strong communication skills, and experience on both recruiting and fund raising.

The stated consideration an application sits three current letters of recommendation.

For initial consideration, an application, vita, three current letters of recommendation and any supporting materials must be received by February 28, 1992. The person selected should be able to assume the position on July 1, 1992, however, the date of appointment could be adjusted dependent upon prior commitments. All applications should be sent to

The Q.S.N Committee, College of Sciences The University of Southwestern Louisiana P. O. Box 41010 Lalayette, Louisiana 70504-1010

U.S.L. is an Equal Opportunity, Affirmative Action Employee

Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY Invites applications for a new member of the teaching faculty who will serve as Academic Dean. Teaching specialty in Christian Education or Ethics is preferred. As Academic Dean, this person will lead the faculty in program design and oversight, fuculty development, strategic planning and administration. As a teacher, this person will have responsibility for the fundamental courses in his or her field.

in his or her iteful.

Qualifications include a creative vision in theological education, an ability to provide leadership in an ecumenical and multi-racial community of falth and learning, and ordained ministry in a church of the Reformed tradition. An earned doctorate, substantial experience and recognized excellence in eaching and scholarship, and proven administrative expertise are al-

NRTS is an institution of the Reformed Church in America preparing men and women for ministry in twenty-four denominations. Applications deadline: March 1, 1992. To submit application with resume r obtain a job description, write:

President Robert A. White New Brunswick Theological Seminary 17 Seminary Place New Brunswick, NJ 08901-1107 (908) 247-5241 FAX (908) 249-5412

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THE EQUIPMENT you're no longer using on your campus may be just the thing that business managers or faculty members at other institutions are looking for. Let them know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 colleges universities, and other organizations. universities, and other organizations.

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The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

Dean. School of Arts & Sciences

Bridgevator State College seeks applications and nominations for the position of founding dean of the newly formed School of Arts & Sciences Reporting to the Deen are the Departments of Art, Blotogical Sciences, Chemical Sciences, Earth Sciences & Geography, Economics, English, Foreign Languages, History, Management Science & Aviation Science, Mathematics & Computer Science, Music, Philosophy & Religious Studies, Physics, Political Science, Psychology, Social Work, Sociology & Anthropology, and Speech Communication, Theatre Arts & Communication Decorders. The Dean, who reports to the Vice President for Academic Affairs, will play a critical teadership role in developing and assessing the curriculum, hirting faculty, budgeting, and program planning. The Dean will also have significant coordinating lunctions with the College's new \$10 million Center for Technological Applications. The Center is dedicated to improving k-12 and collegiate teaching, especially in mathematics and science, through the applications of computing and communications technologies. Reidneyster State College seeks applications and nominations for the

The successful candidate should have a terminal degree (Ph D.) in one of the disciplines of the school; a strong sustained record of research and publication; a strong record of activity with appropriate professional organizations; extensive experience as a faculty member in an arts and sciences department, a record that indicates increasing levels of administrative responsibility appropriate to a school dean; and tamiliarity with recent developments in higher education curriculum. The succession is appropriate to a school dean and tamiliarity with recent developments in higher education curriculum. cessful candidate will exhibit personal qualities such as integrity, good judgement, creativity and a sense of humor that will allow him/har to work collegistly with a wide range of constituencies including other ad-ministrators, faculty, school district personnel, and students

Bindgewater State College is ideally situated in a small New England com-munity discs to Boston and Cape Cool. The College has a 150-year tradi-tion in educating teachers. Approximately 38 percent of all current students (undergraduate and graduate) are majoring in education-related programs. The College offers Bachelor's and Master's dispress in a variety of educational disciplines, as well as the Certificate of Advanced Graduate

SALARY: Compatitive.

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continu-ing, but not prior to March 1, 1992. (Latter of application, curriculum wita, and names, addresses and telephone numbers of four references should be submitted for a complete file.)

ADDRESS ALL (MOUNTIES TO: Chairperson, Dean of Arts and Sciences



-----**DIRECTOR OF FACILITIES PLANNING AND**

Georgia Southern University, a unit of the University System of Georgia, invites applications for the position of Director of Facilities Plauning and Space Utilization. The director is responsible for the management of the Division of Facilities Plauning and Space Utilization and reports to the Vice President for Business and Finance. The Division of Facilities Planning and Space Utilization is responsible for coordinating and planning new construction and major renovation projects, providing in-house technical and design support, contracting with external support providers, compiling and reporting space utilization data, and maintaining the computs facilities master planicous terface with the Division of Physical Plant is required. The staff consists of an architect, a landscape architect, an architectural designer, and interior designer, a facilities analyst, and a scanter secretary. Minimum educational qualifications include a bachelur's degree and, preferably, a master's degree in englacering, engineering technology, construction management, architecture or related areas that clearly address the skill and knowledge required in the position. Additionally, qualified applicants must have a work record that reflects considerable experience in campus or urban planning for comparable) and is indicative of managerial competency. Salary and benefits are comperitive and will be commensurate with qualifications. Application deadline: February 28, 1992. Date available: July 1, 1992. Submit cover letter, résumé, and list of three professional references to: Personnel Services, c/o Director of Facilities Planning, Georgia Southern University, Landrum Bux 8104, Satesboro, GA 30460-8104. Georgia is an open records state. AA/EOI.

SPACE UTILIZATION

ary area Music courses as needed. Three years' minimum proven success tesching Applied Flute. Charinet, Saxophone, and Woodwind at University level. Doctorate preferred. Must be active solo/chamber preferred. Must be active solo/chamber preferred. Salary commensurate with experience. Deadline: February 15, 1992. Submit letter of application, credentials folder, vica, three letters of reference to Dr. Drein Committee. The University of Texas-Fun American, 1202 West University Drive, Edibburg, Texas-78599. EEO/AA Employer.

Music Education: Full-time, teoure track position, beginning August, 1992, teaching undergraduate Music Education to music and deducation makes and education in music and deducation and contains and three conditions of the property of the

Music Education: Full-time, tenure track position, beginning August, 1992, teaching undergraduate Music Education to music and education and acceptance and teaching an instrumental applied area. Qualifications a pected: doctorate, some public school teaching experience, and participation in a balanced program of teaching, service, and research. Rank and salary commensurate with qualifications. Send letter of application, vira, transcripts, and three letters of reference to: Robert L. Romine. Department of Music. Pembroke. State University, Pembroke, North Carolina 28372. Preference given to those who apoly by February 17, 1992. AAEOR.

Music Education: Fail Semester 1992 (contingent upon flueding). Courtes in Methods of Teaching Music (K-12.). Foundations of Music, World Music Culture, and Amplied Music Instruction in flute analyst voice. Earned doctorate and successful public school teaching experience required with college/university level teaching experience and current performance capabilities in flute analyst voice preferred. Appropriate terminal degree regulared for terme track. For more information call (406) 637-2278. Screening of applications to begin Febru-

or outstanding public school experience, knowledge of Orff, Kodaly, Dalerrare, and computer assisted instruction. The successful candidate will teach music education courses to music and non-music majors at understandate and graduate levels; aspervise student teachers; assist in the two-week nummer music camp; and maintain MU as a center for music education through workshops and clinics. Rank at appointment, and salary, are dependent on qualifications and experience. This poption begins August 22, 1992. Complete application must include a latter of intent, resume, transcripts of undergradual-graduate study, and three (3) current (1991-1992) letters of recommendation (or comparable placement files). A video tape of recent teaching experience, college and/or public school classes desirable. Tape of major performance area desirable. All materials must be submitted to Position F-127, human Resources. Department, G-1 Alumni Hall, Manafield University, Mansfield, Pennsylvania (6933 by March 13, 1992. Fleeste refor to Position F-127. Manafield University tay and Affirmative Action Employer and encourages the applications of womes, all northless, and the handicapped.

Corpus Christi State University

Corpus Christi State University, a campus of The Texas A&M Univer-

Corpus Christi State University, a compus of the Texas AceM Universy System, is seeking a Dean of Students to assume duties August 1, 1992.

say System, is seeking a Dean or Students to assume duties August 1, 1992. Corus Christi State University is a growing, state-supported, upper-level committee arolling approximately 4000 jurnly, senior and graduate students. The current population is largely comprised of non-traditional students who are older, employed, commuters and who are in some instances billingual. In 1994, with the admission of freshman and sophomore students, CCSU

all become a four-year comprehensive university. Located on an island overlooking Corpus Christi Bay, the University serves a multicultural, South

Officioring Curpus Cities in Day, and Only Crany serves a municultural, South
Texts metropolitan area of more than 360,000 people.
The Dean of Students, who reports directly to the Provost, is responsible

the Bean of Students, who reports affectly to the Privital, is responsible for developing and implementing all programs and activities related to student services and for creating with other departments on campus a strong east of community within the University environment. The Dean of Students

king oversight responsibility for student financial assistance, career plann ment, counseling services, health services, residential hous-

ing inframurals, and student services. This person will play a major role

Candidates must have an advanced degree with a background in higher

education, student development and management, and must have demi-ordered a proactive approach to student life issues. The candidate must

be an energetic individual who is able to envision and create relevant stu-

dem services for a multicultural and ethnolingulatic student body. The ap-plical must demonstrate exceptional communication and interpersonal skills

picam must occurrent a summit, faculty, staff and community members. Bilingual skills, budget experience and successful experience with grants are preferred. Salary is competitive.

Normations and letters of application will be accepted until February 28, 1992, or until a suitable candidate is found. Applicants must supply a cureat resume, a letter of application, and names, addresses and phone

Chris Bruy

Chair, Dean of Students Search and Screen Committee

c/o Office of the Provost

Corpus Christi State University

6300 Ocean Drive, Corpus Christi, Texas 78412

(512) 994-2722

FAX No. (512) 993-4204

CORPUS CHRISTI STATE UNIVERSITY

A Campus of The Texas A&M University System

CCSU is an Equal Opportunity/Affirmative Action Employer.

Minorities and women are strongly encouraged to apply.

DEAN

SCHOOL OF BUSINESS

AND ECONOMICS

California State University, Los Angeles

Applications and nominations are invoted for the position of Dean of the School of Business and Economics with a starting date of June 22, 1792. The Dean is the chief academic officer of the School and reports to the Provided My Provided Fresident for Academic Adatos. The School and reports to the Provided My AAC St. composed of seven departments with a total of 5,500 majors, and offices Bachelor's degrees in Business Adramstration with 16 options, in Business Education, in Computer Information Systems, and in Economics, and say Master's degrees. Candidates most have experience on a field perturent to befores and economics sufficient to quality for academic appointment at the onk of professor, significant administrative experience, demonstrated commitment to affirmative action, and demonstrated scholarly activity.

Reponsibilities include: covering and sustaments as experiencement of academic

Responsibilities include: creating and demonstrated scholarly at their Responsibilities include: creating and sustaining an environment of an ademic excellence; working with faculty and dispartment chairs in turnifating School policy and with the Provest and Vice President and other officers of the University in developing University-wide policy, making recommendations on retention, tenure and promotion of faculty, administering the School budget; and assisting in public relations efforts. The Dean plays a major role in the development and enhancement of relationships with the Greater Los Angeles business community and in gaining timatical support for the School the University has an action affirmation as a functional section.

The University has an active affirmative action program and encourages minorities, women and disabled persons to apply The salary is commenduate with qualifications and experience. Send letters of interest, current vita and names of three references by February 3, 1992, to Chair, Sourch Committee, Dean, School of Business & Economics, Co. Human Resource Management, Job #969, California State University, Los Angeles, 5151 State University Orive, Los Angeles, CA 90032-8534.

An Equal Opportunity, Attimative Action, Handicapped, Title IX Employer

number of five professional references. The references will not be conacted without prior approval from candidates. Required material should

in developing and expanding the student services essential for a comprehen-

Dean of Students

ASSOCIATE DEAN OF STUDENT ACADEMIC SERVICES

The Colleges of Arts and Sciences at the University of Hawait at Manual invite applications and nominations for the position of Associate Dean for the Office of Sindent Academic Service. We are seeking or individual who is skilled in leadership and will develop innovative and dynamic approaches to academic advising and counseling.

Asts and Sciences is comprised of four colleges—College of Arts and Humanities, College of Languages, Linguistics, and Literature, College of Natural Sciences, and College of Social Sciences—and occupies a central focus in the overall meadernic mission of the University of Hawaii. The Office of Student Academic Services plays an important role in this mission, being responsible for academic advising and academic counseling of all Arts and Sciences students and all undeclared and pre-professional students.

The Associate Dean serves as the chief administrator of the Office of The Associate Dean serves as the chief indiministrator of the Office of Student Academic Services and oversees its daily operations by providing lusic academic and student services to approximately 10,000 students. These include a variety of responsibilities such as supervising a core of advisors and clerical staff, administering academic policies, maintaining academic records, etc. The Associate Dean is also involved in directing a number of special programs, including peer counseling and outreach services to high school students.

The Associate Dean is expected to approach academic advising and coun-selling as an integral part of the student's overall educational experience and will help develop and implement programs to enhance student academic and personal growth. This requires sensitivity to the needs of a multicultur-al student body and a diverse faculty and smff.

Dutten Responsible for interpreting and implementing all applicable academic policies and procedures; develop new nod/or introvative approaches to academic advising and counseling; handle student appeals; responsible for all personnel matters related to operation of the unit; administer the fiscal affairs of the office; serve on appropriate college, campus and external committees; manage special programs, including federally-funded ones; other dates as assigned.

Minhum Qualifications: Terminal degree in a discipline associated with the Arts and Sciences or a doctoral degree in Education, preferably in higher education, with substantial knowledge of the Arts and Sciences; demonstrated academic leadership and administrative responsibilities; ex-perience in scademic advising; ability to relate well with students.

Destrable Qualifications: Evidence of successful college-level teaching and/or scholarship; work well with people in a multicultural setting. Salary: Minimum annual salary \$65,500. Effective Date: July 1, 1992, or as soon thereafter as possible.

Applications and Nondardional Submit letter of application, full curriculum vitue, and the names, addresses and telephone numbers of three references to: Chair, Council of Aris and Sciences Deans, Webster 203, 2528 The Mall, Honolulu, HI 96822. Letters of nonfination should be sent to the same addresses. Telephone inquiries: (808) 956-6460; Fax: (808) 956-2191. Post-tion No. 20090.

Closing Date: February 14, 1992.

The University of Hawaii is an Equal Opportunity, Affirmative Action institution.

DEAN SCHOOL OF SOCIAL WORK

The University of Texas at Austin

The University of Texas at Austin invites applications and nominations for Dean of the School of Social Work, effective September 1, 1992. The Dean is expected to provide leadership for the continued development of nationally-recognized education and research programs in social work and to guide the school in its interactions with government and with federal, state and local human service systems. The Dean is the chief administrative and academic officer of the School and is responsible to the President of the University. Candidates should be eligible for appointment at the rank of full professor (with tenure), possess an earned dectorate in social work or related discipline, and preferably a master's degree in social work and professional experience in social work, present evidence of scholarly accomplishments, have aliministrative experience at a significant level together with tenching experience, and possess leadership and managerial skills.

The Search Committee will begin to review applications early in 1992. The priority deadline for applications is March 15, 1992, but applications may be accepted after that date. After January 15, 1992, the Committee may request and consider credentials from candidates nominated by responsible sources. Nominations and letters of application, accompanied by a curriculum vitae and supporting materials, should be mailed to:

David M. Austin, Ph.D., Chair Dean's Search Committee School of Social Work The University of Texas at Austin Austin, Toxas 78712

The University of Texas at Austin is an Affirmative Action, Equal Opportunity Employer.

Music/Music History: Bassoon-Music His-bury/Literature. Assistant Professor of Mu-sic, tenure track notation beginning August 24, 1992. Teach, recruit bassoon students, perform with Faculty Woodwind Quinter (c. 13, of local): Resp. marks blazen and the local class voice, a major choral easemrections with Faculty Woodwind Quinter (c. 1/A of load); teach music history and literature. Decionate preferred; master's degree nainimum. Evidence of excellence in teaching and performance expected. Applications from members of minority groups are especially welcome. Send application letter, three recent reference letters, undergraduate and graduate transcripts tunofficial caples are antisfactory), cassette performance tage, via, evidence of scholarity work/refformance, as appropriate to: Dr. Robert L. Cowden, Chair, Department of Music, Bassoon-Music History/Literature Search, Indiana State University, Terra Haute, Indiana 47809. Application materials received after February 13, 1992 may not be considered, Indiana State University is an AA/EOE.

Music/voice: Weslevan College, the first college in the world to grant degrees to worden, is aceking no outstanding and dynamic voice teacher for a tenure-track assistant professorship. This is an exciting apportunity to direct the voice program and to integrate it into the liberal arts curriculum. Committed to becoming the pre-eminent college for women in the Southeast,

ble, and performance. Qualifications: teaching, directing, and performing experience: minimum master's degree. Submit inter of aspitcation, curriculum vitar, i letters of reforences, and tages by February 15 to Dr. Carole Brown, Dean of the College, 4760 Porsyth Road, Mecon, Georgia 31297. Women and minority candidates are encouraged to apply. AA/ROR.

Native American Studies: Fall Semester 1992 (contingent unon funding). Courses, lo Social Issues of the Native American, introduction to Native American. Studies, The Indian and the Law, Indian Identity and Awareness, and other selected courses mutually agreed upon, Master's Degree in Native American Studies for related field) required, Ph. D. preferred. Background and experience working with lindian students, Indian Studies, and other education programs involving Indians and non-Indians, including multi-cultural contexts. Appropriate terminal degree required for tenure track. For more information call (405) 557-2278. Screening of applications to begin Fabruary 14, 1992 and will continue until

THE COLLEGE OF WILLIAM & MARY School of Marine Science

Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

The Virginia institute of Marine Science at the College of William and Mary Invites applications for the position of Dean of Graduate Studies in the School of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior lacuity member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, teaching and student qualifications.

The successful applicant must have an understanding of and commitmen to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science. A letter of application, curriculum vitae and the names of four references

Dr. L. Doneison Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Norminations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer.

VANDERBILT UNIVERSITY Dean, Biair School of Music

Vanderbilt University Invites applications and nominations for the posi-tion of Dean, Biair School of Music.

tion of Dean, Blair School of Music.

Reporting directly to the Provost, the Dean is the chief administrative officer for the school with the responsibility of fostering an environment which will advance the growth of a young program within one of the nation's premier universities. In that context the search committee seeks candiciates of national stature who have demonstrated a commitment to excellence in music, broad skills in the development of material resources, qualities of leadership which will enhance the school's stature, and skills in interpersonal realigns and communications. Candiciates are expected to have professional credentials and qualifications equal to those normally have professional credentials and qualifications equal to those normally expected for appointment as full professor.

Biair School of Music is the newest of Vanderbiit's ten schools. A degree program initiated in 1986 now enrolls 105 majors pursuing the B.Mus. In performance, composition, or musical arts. In addition, Biair serves the entire university with undergraduate curricula leading to the B.S. In music and minors in music and music history. The faculty consists of 30 full-time and 39 adjunct faculty.

Vanderbilt is a comprehensive university with an established reputation for excellence in teaching and research, and enrolls approximately 5000 undergraduate and 4000 graduate students.

Applications should include a letter of interest, a curriculum vitae, and he names, addresses, and telephone numbers of five references. Please lend applications by January 25, 1992 to:

Christian Teal, Chair
Biair School of Music Dean Search Committee
Office of the Provost
221 Kirkland Hall
Vanderbilt University
Nashville, TN 37240
FAX No. (615) 322-7629

Vanderbilt University is an Equal Opportunity, Affirmative Action University, Qualified women and minorities are especially encouraged to apply.

You can send your ad copy to The Chronicle's Bulletin Board anytime!

Just call The Chronicle's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, (202) 466-1056.

By telephone:

Our Bulletin Board assistants will be happy to tal advertisements dictated over the telephone. We'll do so any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just call: (202) 466-1050.

By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

Dean of the **School of Education**

Bridgewater State Collego seeks applications and nominations for the position of founding Dean of the nowly formed School of Education Reporting to the Dean are the departments of Elementary and Entycollidhood Education, High School, Middle School and Adult Education, Movement Arts, Health Promotion, and Leisure Studios, Special Education and the Burnell Campus School The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership role in developing and assessing the educational curticulum, hiring laculy, budgeting, and program planning. The Dean will also have significant coordinating functions with the College's new 310 milbon Center for Technological Applications. The Center is dedicated to improving k-12 and collegiate teaching, especially in mailbematics and sclengs, through the applications of computing and communications technologies.

The successful candidate should have a terminal degree (Ed D or Ph.D) in one of the disciplines of the school, a strong, sustained record of research and publication on K-12 issues, a strong record of activity with approximation of the strong record of activity with appropriate education professional organizations, extensive ex-perience as a faculty morniber in an educational department, a record pollouce as a faculty mounter in an educational department, a record that indicates increasing levels of administrative responsibility appropriate to a school Organ, lamilarity with recent trends in K-12 curriculum development and governance, and extensive experience with the requirements of NCATE natificiation of accreditation. The successful candidate will exhibit such personal qualities as integrity, good judgment, creativity and a sense of humor that will allow himiter to work collegially with a wide range of constituencies including other administrations, faculty, school district personnel, and students. A strong commitment to collaborative partnerships with school districts and a strong interest in developing and testing models for integrating the College and its laboratory school with the needs of the region's school districts are also necessary. districts are also necessary

Bridgewater State College is ideally situated in a small New England community close to Bosion and Cape Cod. The College has a 150-year tradition in educating leachers. Approximately 38 porcent of all current statements. students (undergraduate and graduate) are majoring in education-related programs. The College offers Bachelor's and Master's degrees in a variety of educational disciplines as well as the Certificate of Advanced Graduale Study

SALARY: Compelline

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continu ing, but not prior to March 1, 1992 (Letter of application, curriculum vita, and names, addresses and telephone numbers of three references should be submitted for a complete file)

150

ADDRESS ALL INQUIRIES TO: Professor Judith Deckars, Chairperson of the Search Committee, chi Office of Human Hesources, Bildgewater State Chilege, Rudgewater, MA 02:325



AUSTIN PEAY STATE UNIVERSITY

Dean, College of Arts & Sciences, July 1, 1992 The College of Arts and Sciences houses 12 departments, two of Tenor-see's Centers of Feedbence, and approximately 180 faculty. The deads responsible for faculty recruitment, faculty development, budgetaryma-ters, and curricular curn binent for the college.

Dean, College of Business, August 1, 1992 The College of Business offers the Bachelor of Business Administration with concentrations in accounting, economics, finance, marketing and management. The death is responsible for budget development and control, faculty recruitment and development, and progress toward AACSB accreditation, a major University priority.

Austin Peay State University is a regional university of the Temesse Board of Regents, designated as the state's liberal arts university. Located in Clarksville, a city of 75,000, the university enrolls 7,500 students of its main campus and at a center on the Fort Campbell military installa-

Applicants for either deanship are expected to present a record of university teaching, scholarship appropriate for appointment as a professe, and leadership experience of the level of department chair or equivalent governance activity. Applications will be received until appointmentage made. Send nominations or letter of application with résumé and identification of five reterences to:

Or. John L. Butler Austin Peny State University APSU Box 4505 Clarksville, TN 37044

Austin Peay State University is an Equal Opportunity and Affirmative Action Employer and particularly encourages applications from women and minorities.

position is filled. Submit letter of application, undergraduate/graduate transcripts, vita, and three (3) letters of recommendation to Chair, Search 492, 10 July 20, 11 viia, and three (3) telters of recummenda-tion to Chair. Search #92-10 (NAS), Ha-man Resource/EEC/AA (Micc. Fastern Montana College, 1500 Nord) 34th Street, Billings, Montana 59101-0298; (406) 657-2278, EEO/AA.

Naming: College of the Redwoods in Eureke, California, needs Nursing Instructor, Medical Surgical Nursing; Just time tenure track position. Salary is commonsurate with academic preparation and full time teaching or equivalent experience, within a starting range of \$27,735 to \$41,900 (Range II. Step I to Range IV, Step 8 on the certificated salary schedule). Starts in August 1992. Application deadline: February 21, 1992 (by 5 p.m.). Obtain information and required application materials from Forsonnel Office, 7351 Tompkins Hill Road, Eureka, California 95501; 1707) 445-6830, EOE.

Nursing: Instructor/Avsistant Professor Po-sition, Available March 1992 on a nine month atypical (apring, summer, fall) con-tract with the possibility of renewal and conversion to a tenure-track status. Min-mum of MSN in Psychiatric, Mentat/Chiat or Aduk Health required. Contact: Joy Conger, Chair, Department of Nursing.

Bis 31794-2693. EEO/AA.

Nursing: Associate Dean and Director of Undergraduate Propram. Full-time, teamstrack position beginning August 1, 702. Rosponsibilities include administrate acceptance of the manufacture of the second of second of the second of t

Striken Road, Chicago, Illinoss 66526; 1923 508-1261. Deadline: March 1, 1992. An Essal Opportunity Educator/Employ-er.

thing: Linten B. Wallace Cultege of Munia, Jacksonville State University, letsonville, Alabama, is located in Northeat Alabama. The University is a state aponted inaulation with aux colleges of long over 100 majors. The College of Muniag offers opportunities for the basic and register agrees taken to earn the bacchaneate degree in aursing. The College of Muniag offers opportunities for the basic states of the College of Muniag offers of the Mational Leagues for the captured by the National Leagues for fording, Qualifications. An earned doctor-ut in carriage or redeed field preferred. A Matter is I Family/Community Health or Matter in Family/Community President Capalifications and experience. Position willadie: Sentember 1, 1992. Deadlife of Matter in Gualifications and experience. Position willadie Sentember 1, 1992. Deadlife special of the Personnel Service, Jacksonville Sate University, Jacksonville, Alabama Mats. Ar EU/AA Employer.

Sorder, Chair, Search Committee for As-wchie Dean, Nichoff School of Nursing, Loyde University Chicago, 6528 North Science in Nursing and a minimum of two Science in Nursing and a minimum of two years' recent clinical expenses. Setting expenses in an A D.N. program is preferred. Returne must be received by April 101, 1992 at Broward Community College. Human Resources. Department. 225 East Lux Cliay Boulevard. Ft. Lauderdale. Honday 33011. Equal Access, Equal Opportunity Invitation.

Nursing: Department Head, Nursing Technology, Two Positions available, Requires Master of Science in Nursing and previous A. D. N. teaching experience, A. D. N. administrative experience to preferred. Salary Range, \$34,000,\$42,000 Résumés must be received by April 30, 1972 at Broward Cummunity College, Human Resources Department, 225 East Las Olss Boulevard, Ft. Lauderdale, Florida 33301, Equal Access, Equal Opportunity Institution

Nasing: RN-to-BSN Program Director. Pembroke State University a constituent institution of the University of North Carolina, invite) applications for full-time, terture-track Director of a new RN-to-BSN program. Position available immediately. Director of passes of the program required states in Norsing required involves some teaching as well as administrative responsibilities Salary competitive. Rank commensurate with qualifications.

DEAN Mackay School of Mines University of Nevada, Reno

The Mackay School of Mines is seeking as dean a creative, energetic leader. The position offers an exciting challenge to lead an excellent teaching and research taculty with rapidly expanding programs, new facilities, and superior equipment. The School of Mines is an academic, research and public service college with more than 60 faculty and staff, an enrollment of more than 450 students, and a growing research program. Graduate and undergraduate degrees are awarded in chemical engineering, materials science and engineering, computer science, geology, geochemistry, geophysics, geological engineering, hydrology and hydrogeology, and mining engineering. The school includes the Nevada Bureau of Mines and Geology, the Seismological Laboratory, and several research centers. It maintains a collaborative relationship with the Desert Research Institute.

The successful candidate should have: an earned doctorate and be

The successful candidate should have: an earned doctorate and be The successful candidate should have: an earned doctorate and be tenurable in one of the departments of the school; a record of significant academic, industrial or governmental administrative experience; a demonstrated commitment to outstanding teaching, research and publication; a proven ability to procure external funding; strong interpersonal and communication skills and the ability to effectively plan, execute, and manage innovative policies and programs.

Applications must include a résumé: a statement of managerial, leadership, teaching and research philosophy; and the names and addresses of five references. Initial screening of applications will begin March 2, 1991. The search will continue until the position is illied. Interviews with finalists will begin during April, 1992. The preferred starting date is July 1, 1992. Sciary is open. Applications, nominations, and requests for information should be

Search Committee, Mackay School of Mines c/o Academic Alfairs Office 110 Clark Administration Building, Mail Stop 005 University of Nevada, Reno Reno, NV 89557 Phone: (702) 784-1740

The University of Nevada, Reno is an EEO/AA employer and employes only U.S. citizens and aliens lawfully authorized to work in the United

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OLYMPIC COLLEGE

DEAN OF INSTRUCTIONAL SERVICES

RESPONSIBILITIES: In a participatory environment to review and plan for development; to implement and evaluate the instructional services programs; to supervise and coordinate the assignment of instructional services facilities on compus; to supervise and coordinate the work of instructional services administrators; to assign tasks and responsibilities to those supervised by this office in order to carry out instructional contend services; to be responsible for the selection of all instructional services faculty and administrators, and to facilitate plans for their professional development; to encourage and provide loadership for the evaluation of instructional services; to work with the Dean of Student Services, Dean of Husiness Services, and Dean of Administrative Services in a learn structure to ensure cooperation and support; to conduct instructional service budget development, allocation, and review.

QUALIFICATIONS: Mastur's Degree required, carned Dectorate pre-ferred. Leadurship experience, commitment to participatory decision making, and the ability to recognize and inspire quality and creativity desired.

DATE OF APPOINTMENT: July 1, 1902. Terms of appointment: This is an administrative position with salary of \$07,440 and a generous bono-lits package that includes 24 days of annual leave cumulative to 36 days. nts parkugu men menutes 24 days of annual leave cumulative to 36 days.

DEADLINE: March 16, 1902. Submit letter of application, résumé, college transcripts (unofficial), completed Olympic: College application form and thrue current letters of recommendation to Bernica Vonnagut, Olympic: College Thuman Resources, 1600 Chestor Avenue, Bromorton, WA 98310-1899; (209) 478-4074. Application materials become the property of Olympic College. Women and minorities are encouraged to apply.

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 \mathbf{A}_{n} update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

UNIVERSITY OF WYOMING

DEAN

COLLEGE OF BUSINESS

The University of Wyoming invites nominations and applications for the position of dean of the College of Business.

the position of dean of the College of Business.

The Position. The dean reports to the prevost and is responsible for managing, promoting, and developing educational, research, public service, external affairs, and fund-raising programs of the College of Business. External emphases of the position are increasing the level of external funding, dealing with diverse constituencies, delivery of officampus programs, and retaining AACSB accreditation. Internal emphases include implementing the recently completed college mission statement, providing leadership in the teaching, research, and service domains of the college, and working effectively with the university's central administration.

administration.

The College. The college consists of three departments: accounting, economics and finance, and management and marketing. The college offers an MBA, M.S. degrees in economics and finance, and the Ph.D. degree in economics. The college holds AACSB accreditation for its business programs at the bachelor's and master's level. Fifty-nine faculty positions serve approximately 1, 200 majors in both on- and off-campus programs. A Business Advisory Council, composed of prominent business persons in the region, promotes and advises the college.

The University. The University of Wyoming is a land-grant Research II University. The university of Wyoming is a land-grant Research II University. The university offers over 100 bachelor's, 70 master's, and 40 doctorate degrees. Over 10,000 students attend the main campus in Laramie, and additional students take course work across the state. The university is the only luur-year, degree-granting institution of Wyoming.

University is the only four-year, degree-granting insulation of vyolining.

The Area. Laramic, Wyoming is located on a high plain between two mountain ranges 130 miles north of Denver. The community offers excellent public schools, a very low crime rate, over 300 days of sunshine annually, and abundant year-round outdoor recreation opportunities.

annually, and abundant year-round outdoor recreation opportunities.

Qualifications. Candidates must have a record of scholarly achievement worthy of the rank of professor in one of the departments in the college. While a doctorate is preferred, consideration will be given to other candidates who have a strong record of achievement in business or government and significant experience with academic organizations. Evidence of communication, leadership, and collegial management skills is essential. The proven ability to develop and maintain open and effective working relationships with a variety of on- and off-campus groups is necessary. Experience in university administration or a high-level managerial position is required. Eudence of the ability to do external fund taising is also required. Candidates must be sensitive to cultural diversity, equal opportunity, and affirmative action.

Application/Nomination. Applications must be received by March 1.

Application/Nomination. Applications must be received by March 1, 1992. However, the search will continue until an acceptable candidate is

Applications should include a cover letter and a vita. Applicants should have letters sent from four professional references. All materials should be addressed to Ken Griffin, Chair, College of Business Dean's Search Committee, P. O. Box 3302, University of Wyoming, Laramic, WY 82071; (fax: (307) 766-2606).

The University of Wyoming is an equal opportunity, affirmative action employer. We encourage applications from women and members of nilnority groups.

Rollins College

DEAN OF THE CHAPEL CHAPLAIN OF THE COLLEGE

Rollins College invites applications and nominations for the position of Dean of the Chapel and Chaplain of the College.

The Dean/Chaplain is responsible for fostering and guiding the spiritual life of the College community, for directing the interfaith campus ministry and religious programs, and for administering the regular services and programs of the Knowles Memorial Chappi

In addition to qualities of religious, intellectual, and moral leadership, candidates should possess the abilities to preach and lead worship in and provide pastoral counseling for a religiously diverse college community, and to promote the Chapel and its programs. The candidate should possess strong academic credentials as well as demonstrated experience relevant to campus life and chaplaincy.

Rollins College, Florida's oldest college, is an independent, nonsectarian, coeducational institution located in Winter Park, minutes from Orlando, Florida. The Chapel, constructed in the Mediterranean style in 1931-32, was the favorite building of noted architect Ralph Adams Cram, its designer.

Rollins College is strongly committed to cultural pluralism and encourages applications from women and minorities

Nominations should be sent to: Professor Jack C. Lane, Chair, Dean of the Chapel Search Committee, Rollins College, 1000 Holt Avenue - 2738, Winter Park, Florida 32789.



open until filled. Send vita to Carey A. Smith. Chair, Search Committee, Baylor University School of Nursieg, 3700 Worth, Dalles, Texas 75246; (214) 830-3361.

Numings Faculty positions: Baytor University School of Nursing, Fall. 1992. Ongoing NLN accredited BSN program. MS in patient care management. MSN required, doctorate preferred. Openings in all specialty areas. Academic year appointment, competitive salary and benefits. Applicants must uphold Baytor University's Cinfistian philosophy and commitment. Baytor University is an Affirmative Action, Equal Opportunity Employer and is under the patronage and general detection of the Baytor University and grand distretion of the Baytor Oneral Convention of Texas. Minority candidates are encouraged to apply. Search

Dullas, Texas 75246; (214) 830-3561.

Nursing: Department of Nursing at Arkansas Tech University has recure-track positions available in the BSN Program at Fort Smith and Russelliville, Arkansas, in Medical-Surgical, Adult Health, Geriatric, Pamily, Community Health, and Psychutric Menally Health, Nursing Marer's Degree in Nursing sequired; an earned Doctoral Degree in Nursing or related field preferred, Minority candidates encouraged. Salary and rank commensurate with education and experience. Closing deadline March 15, 1992 or until filled. Send letter of application and curriculum viate to Dr. Audrey R. Owens, Professor and Head, Department of Nursing, Arkansas Tech University, Russellville, Arkansas 72801-2222. AAR EOE.

Longwood College invites applications and nominations for the position of Dean of Students. The appointment will become effective July 1, 1992.

RESPONSIBILITIES: The Dean of Students provides leadership for housing and residence education, student union and activities, campus recreation and intramurals, fratemity and scrority programs, as well as for improving and enhancing the quality of life on campus and promoting student learning in both in-class and out-of-class experiences. The position reports to the Vice President for Student

QUALIFICATIONS: The successful candidate must have an earned doctorate and a record of extensive experience in college student affairs, ability to establish trust with students and student groups, evidence of leadership in support of undergraduate education, and demonstrated commitment to multiculturalism and a diverse student

THE COLLEGE: Longwood is a coeducational, comprehensive college offering 98 majors, minors, and concentrations for its 3,300 students. Longwood is one of Virginia's five most selective state colleges and universities. The College, primarily residential, has pioneered in innovative programs of total student development, with emphasis on holping students live successful and fulfilling lives through opportunities to achieve special intellectual, career, social, and personal goals.

LOCATION: Located in Farmville, Virginia, Longwood is 60 miles southwest of Richmond and 60 miles south of Charlottesville. It offers all the advantages of small-town living with convenient access to major cities and universities. The Blue Ridge mountains, the ocean, and Virginia's many cultural and tourist attractions are within easy driving distance.

TO APPLY: Letters of application should include a curriculum vites and information in support of qualifications. Review of applications will begin March 1, 1992, and continue until the position is filled.

Applications and nominations should be sent to:

Phyllis Mable Vice President for Student Affairs c/o Employee Relations Longwood College 201 High Street Fermville, Virginia 23909

Longwood College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

DEAN OF ACADEMIC AFFAIRS HOLYOKE COMMUNITY COLLEGE

Holyoke Community College invites applications for the position of Dean of Academic Affairs. The Dean of Academic Affairs reports directly to the President and as Chief Academic Officer, is responsible for: 1) planning, assessing, and developing priorities and programs with the college's five academic divisions, and 2) supervising full-time faculty and administrative and professional staff responsible for the college's academic mission. The Dean of Academic Affairs is also responsible for administering and implementing the college's collective bargaining for faculty and professional staff.

cojective pargarring for faculty and professional stati.

Holyoke Community College is a fully accredited publicly funded comprehensive education institution located in Western Massachuseits which provides studemt-centered education in carear and transfer programs in Business, Health Sciences, Arts and Humanities, Science, Engineering and Mathematics and Social Sciences. We serve approximately 6,000 full- and part-time students, representing a diverse multi-cultural population, in day and evening classes.

A Master's Degree is a minimum requirement, a doctorate is preferred. Additionally, qualified candidates must have 6 years of college-level professional experience including at least 2 years of full-time undergraduate teaching and at least 3 years in a supervisory capacity; and a domonstrable knowledge of curriculum development and instructional methodology in higher education principles, and procedures.

Salary range is \$45,000 \$61,000 per annum plus excellent fringe benefits.
Anticipated starting date: August 3, 1992, Application deadling to March 15. Anticpated saming date: August 3, 1992. Application deadline is March 15, 1992. Send résumé and names and addresses of references to: Personnel Office, Hollyoke Community College, 303 Homestaad Avenue, Holyoke, MA-01040. Upon receipt of your résumé, a comprehensive job description and application will be sent to you. Holyoke Community College Is an Equal Opportunity, Affirmative Action Employer.

Nursing: Medical Surgical faculty position available. Opportunity to teach across BSN, MS, and Ph.D. programs. Excellent clinical facilities in one of the nations largest medical centers. Position available July 1, 1992. Doctorally prepared applicants preferred. Submit vine before March 9, 1992 to: Dr. Jeanette P. Kissinger, Interim Chairman Medical College of Virginia School of Nursing, 1220 East Broad Street, Richmond, Virginia 23298-0367.

challenging positions: Chairperson of the Division of Nursing Education, and a faculty position in Community Health Nursing at the graduate level. IVII., a progressive evangelical liberal suts institution affiliated with The Westeyan Church, offers 240 students opportunities in NLN-accredited programs culminating with a B5 or \$45 (Community Health Nursing). Distinctive of both programs are individualized instruction and emphasis on global lealth needs and culturally sensitive care. Qualifications are as follows: Chairpersonerand doctorate, in nursing or related

Dean Of The College



Centenary College of Louissana, an independent liberal arts college of 1100 students, invites applications and numinations for the position of academic dean.

The dean is the senior academic administrator of the College, reports to the president, and is responsible for undergraduate degree programs in sisteen departments and three master's degree programs teducation, geology, and business). The dean's principal charges are academic pulley and related faculty

Centenary College will appoint an individual with a commitment to academic excellence, a distinguished record of teaching and scholarship, a demonstrable record of leadership in college governance, and responsiveness to the concerns of the faculty. Candidates should possess high academic credentals, ideally a Ph.D. in the fiberal arts.

Centenary College is affiliated with the United Methodist Church and is located in Shreveport, Louisiana. It is primarily a residential college. There are 70 tull-time faculty members, 81% of whom hold a Ph.D. The current endowment is \$41 million. Centenary College is fully accredited by the recognized regional and national agencies

This position is available 1 June 1992. The Search Committee will begin screening applications in mid-february and will continue to the time of selection. Persons interested in this position should submit a letter of application together with a curriculum vitae and three current letters of reference to:

Professor Lee Murgan, Chair Dean Search Committee Centenary Cullege of Louisiana P. O. Box 41188 Shreveport, LA 71134-1188 (318) 869-5082

Centenary College of Louisiana is an equal opportunity employer

ASSOCIATE DEAN FOR ADMINISTRATION

UCLA School of Public Health

Reporting to the Dean, you will serve as administrative officer for the School of Public Health, 1 of 4 professional schools within the Center for Health Sci-ences. Manage the School's human, physical and financial resources, establish ences. Manage the school's numan, physical and manicial resources, establish policies and procedures, conduct strategic planning and administer daily operations. Oversee School's budget of \$20 million. Assist departmental administrators with Contract and Grant preparation and administration. Direct the implementation of computer systems, software applications and management information systems within the School. Assist in fund raising and public relations programs for the School. Draft administrative reports for the Dean,

tions programs for the School. Draft administrative reports for the Dean. The individual appointed to this position will possess senior-level management experience preferably in an academic or health environment. Demonstrated skill in administering a large budget with multiple fund sources and mobilizing resources to address specific problems. Demonstrated skill in analyzing issues and formulating credible administrative decisions and recommendations. Technological expertise to ensure selection, development and use of financial personnel and other necessary systems appropriate to the School and compatible with other campus systems. Demonstrated skill in fostering a positive organizational culture. Skill in establishing effective, collaborative relationships, enlisting the support of faculty and staff and long-range, strated skill in management of a multi-function staff.

Salary range: \$60,800-591.2002anoum department constitutions.

Strated skill in management of a multi-function staff.

Salary range: \$60,800-591,200/annum, dependent upon qualifications and experience. [Normally, starting salary does not exceed midpoint of the range—\$76,000,1 UCLA offers an excellent benefit package including medical, dental, vision care, education, 3 weeks, vacation and tax-deferred programs. To apply, send resume with cover letter indicating qualifications and salary history by February 14, 1992 to Jane E. Marshall, UCLA Campus Human Resources—Employment Division, 405 Hillgard Ave., Los Angeles, CA 90024-1465. UCLA Advancing excellence through diversity.

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For more information, please call (202) 466-1055



DEAN GRADUATE SCHOOL Baylor University

Buylor University, located in When, Texas, invites applications at nonlinations for the position of Doon of the Graduate School, stable

Conference of the Conference o

Graduate work is offered in the College of Arts and Sciences, has been a februaries, the Hankamer School of Business, and the School of Business, and the School of Music, all at Waco; in the College of Derdistry at Dallas; the Best Research Institute at Waco in confunction with the Baylor University Modical Center of Dallas; the Haylor University School of Nussing Dallas; and the U.S. Army Academy of Health Sciences of San Ankare Center of San An On the main campus in Wara, the Master of Arts is offered in 19 po-grams, the Master of Scianna In 10 programs, professional degrees at departments and schools, including D.Ed., and D.Psy, and the Ph degree in 7 departments. The Callega of Dentistry in Dellas offers to M.S. in 6 programs; and two professional master's degrees are offered the Academy of Health Sciences, San Antonio.

Approximately 1200 graduate students were enrolled in various pograms in the full semester, 1991. Candidates for the Dean, Graduata School, should have a dectoral degree, a distinctive record of functing and research, extensive administrative experience, and possess excellent leadership skills. The Dean distorative School is expected to:

Graduate School is expected to:

Provide leadership for university graduate and research programs.

Encourage research emong the faculty:

Maintain high standards of scholarship for graduate programs:

Provide vigorous support for the graduate program to the faculty administration, and the public:

Promote collegial relationships between the graduate faculty, the different university departments and schools, and the Graduate School:

Actively seek external funding for research programs and needed

Oversee operation of the Graduatu School and assemble and submit Work closely with the Vice President for Academic Affairs, to when

Baylor University is affiliated with the Baptist General Convention of Texas. It is an equal apportunity, affirmative action employer Massities and women are uncouraged to apply. Nominations and applications (including vita, a letter of laterest, and names, addresses, and tolophone numbers of three references) should be submitted no later than February 15, 1962, to:

Dr. Hatold Boaver Chair, Graduale Door Search Committee Baylor University P. O. Hox 97354 Waco, Toxas 76798-7354

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matc

Milwaukee Area Technical College ASSOCIATE DEAN

MATC is seeking applicants with the expertise and desire to manage technical programs which include the nationally reconized C.I.M. DEVELOPMENT CENTER. Primary responsibilities emphasize the day-to-day supervision and coordination of faculty and activities related to Computer Numerical Control, Industrial Engineering, Machining and kindred programs. Development of curricula addressing the needs and interests of students, business, industry and the community at large is also a major expectation.

A relevant Master's degree or equivalency is required. Also re-quired are at least two years of recent full-time work experience and three years of full-time teaching experience. The work and teach-ing experience must be in fields related to the responsibilities.

Besides the unique challenges and the many other intangibles associated with technical post-secondary education; MATC offers an above average salary and benefit package; fully paid health, file and disability insurances; vacation (4 weeks), holidays (12), pension and sick pay plans.

To apply please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by February 14, 1992.

Mliwaukee Area Technical College 700 West State Street Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer

field, previous administrative and teaching experience in higher education, and ability to provide leadership in program development. Graduate faculty—preferred doctorate in community health nursins, aniamum of a master's. Experience in community/public health in the United States. Send letter of laquiry to: Paul D. Collord. Ph. D. Vice President for Academic Affairs, Indiana Wesleyan University, 4201 S. Washington Street. Marion, Indiana 46953. Evangelical statement of faith required. AA/EOR.

Nursing: The University of North Carolina at Chapel Hill School of Nursing invites applications for tenure-track faculty position for enodigates with qualifications, experience and interest in nursing systems and nursing management. Qualifications include a Ph.D. in nursing or related field, and experience in mursing administration. Candidates with expertise in long-term care, and those with interest/experience in outcomes research are preferred. Condi-

North Carolina. Responsibilities helds teaching in the undergraduate, materly, and doctoral programs, advising behal and dissertation attudents, and conducting research. Send curriculum vitne and later of inquiry to Nancy Millo, Ph.D., "Postoria and Acting Cheir, Department of Socia and Administrative Systems (Carrington Hall, University of North Crolina at Chapel Hill, Chapel Hill, North Crolina 210-297-4460. This position will regard organization and the send of North Crolina 210-297-4460. This position will regard organization and the send of North Crolina 210-297-4460. This position will regard the send of North Crolina 210-297-4460. This position will regard the send of North Crolina 210-297-4460. This position will regard the send of North Crolina 210-297-4460. This position will regard the send of North Crolina 210-297-4460. The social of North Crolin Ing is an EO/AA Employer.

Nursing: Georgia Southern University, the Department of Nursing at Georgia Southern University seeks applicants for or faculty position in our HSN program, fold Fall 1991 enrollment exceeds 11,000. The Fall 1991 enrollment exceeds 11,000. The Students and advisees and more spoke as tudents and advisees and more spoke as willing for acceptance. The my for facility perform teaching, grant-writing, saviet, and research in a closely-han department HSN Program position [rendrements: Ph.D. or Ed.D., MSN or MN. Three (I):

ACADEMIC DEAN FOR

THE COLLEGE **Grand Rapids Baptist** College

The Academic Dean Search Committee of the Grand Rapids Baptist Col-lege Indites nominations and applications for the position of Academic

RULLETIN BOARD: Positions available

founded in 1941, Grand Rapids Baptist College is a small, conservative, independent, church-affiliated college of arts and sciences. The College offers students liberal arts programs dedicated to academic excellence offers students liberal arts programs dedicated to academic excellence with Christian commitment and is accredited by the North Central Association of Colleges and Schools with teacher education programs approved by the Michigan State Board of Education.

by the Michigan State Board in Education.

The College, which has a full-time faculty of 35, enrolls approximately 800 students. It is strategically located in Grand Rapids, Michigan, a metropolitan community of over one-half million people and characterized by a strong work ethic and a distinctive Christian value system. Only about thing minutes away from Lake Michigan, Grand Rapids is surrounded by fresh water lakes and forest areas.

Statement of Qualifications The person being sought for this position - Chief Academic Officer reporting to the President and member of the President's Administrative Committee - must be characterized by personal integrity and a personal relationship with Jesus Christ. He/She must subscribe to the Grand Rapids Baptist College Statement of Falth and to the employment objectives applied to all faculty, staff, and administrative positions.

Academic: The Dean must possess an earned doctorate and must dem-Academic: The Dean must possess an earned doctorate and must denionstrate a thorough understanding of contemporary higher education
and particularly the Christian college of arts and sciences. He/She must
have exceptional interpersonal, verbal, and written communication skills
coupled with commitment to genuine collegial process. Committed to
the mission of the college, the Dean must be prepared to advance the
alms of liberal arts in a forward-looking curriculum predicated on a distincwhy Christian world and life view. ive Christian world and life view.

Other desirable qualities and experiences would include a record of accomplishment in faculty development, including teaching, research, publications, and personal growth: participation in a scholarly society or other educational associations: a record of positive and effective working relational development.

ships with faculty, administrators, staff, and students Management: The Dean should be results-ottented, effective in planning, and skilled in the stewardship of human and fiscal resources. Particularly important is the ability to develop and utilize the talents of faculty and staff, to delegate, to build trust, and to follow through.

Building the future: The Dean should have commitment to enhance the quality of education and student life.

The Committee will begin reviewing applications early in February. Correspondence will be handled in confidence. Norminations and applications

Dr. Ralph Abubl Grand Rapids Bapilst College 1001 E. Beltline, NE Grand Rapids, MI 49505

ASSOCIATE DEAN Counseling Transfer and Advising Services

College of DuPage, located just 25 miles west of

Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have a full-time administrative position to manage a comprehensive counseling program including educational career developmental and personal counseling functions. Also manages programs for the college advising, transfer and high school and college articulation program.

A Master's degree in Counseling, Student Personnel or related field is required with 2 years administrative experience and 3-5 years previous educationally related counseling experience; or an equivalent combination of education and experience. Starting date: July 1, 1992.

We offer a salary in the range of \$42,800 -\$49,900 dependent upon education and experience. We also offer a generous benefits plan. Screening begins March 6, 1992. This position remains open until filled. Send a letter requesting an application packet, or call:

708-858-2800, Ext. 2460



Office of Human Resources
COLLEGE OF DUPAGE Glen Elyn, IL 60137 909/90

to maximize your opportunsty to be chosen for this position, please return your application packet as quickly as possible. year' teaching expenence at college tevel, posiality in medial/surgical musics. Presented: Turse (3) year, clinical experience in medical/surgical. Rank and safary are commensurate with qualifications. Send item of an application, modification transcripted of all degrees, and names, addresses of all degrees, and names, addresses of a februaries to Dr. M. Christine Talmadae. Acting the property of the control of the control

aged to apply. The names of applicants and resources, returnes, and other seneral pop-evaluative information are university public impectors under the Georgia Open Re-cords Act.

Mursing: Two Fac airy Position. Challeng-ing faculty opportunities for specialists in merital health psychiatric curring and med-ical-runge at running 11 year appointment. Setting is small, NLN accredited baccalau-reate program. Master's pregaration re-quired, rank and salary oren, Applications reviewed March 1, 1992. Apply to Dr. Jef-frey Baker. Academy, Vice-President, Car-

Associate Dean for The School of Hawaiian, Asian, and Pacific Studies UNIVERSITY OF HAWAII AT MANOA

The School of Hawaiian, Asian and Pacific Studies (SHAPS) invites applica-tions and nominations for the position of Associate Dean (Position No. 18931 2, MUS-M).

89312, MOS-M).

School of Hawaiian Asian and Pacific Studies is comprised of nine area study centers: Center for Chinese Studies, Center for Hawaiian Studies, Center for Jupanese Studies, Center for Korean Studies, Center for Pacific Islands Studies, Center for Philippine Studies, Center for Southeast Asian Studies, Center for South Asian Studies, and Soviet Union in the Pacific-Asian Region; and one programs Buddhist Studies Program. SHAPS offers five academic programs: B.A. in Asian Studies, M.A. in Asian Studies, B.A. in I lawaiian Studies, M.A. in Pacific Islands Studies and Certificate in Pacific Islands Studies Studies. Several new academic programs are being proposed, including a Muster's degree in International Affairs, M.A. in Hawaiian Studies, Ph.D. in Buddhist Studies, Ph.D. in Asian and Pacific Studies and Certificate Programs for Asian Studies.

Daties: The Associate Dean assists the Dean, Center and Program Directors in administration and academic development; facilities work with university administration and other Schools, Colleges, and Departments outside of SHAPS; carries out routine administration in the School; works on special projects assigned by the Dean; represents and acts on behalf of the Dean in the Dean's absence.

Alminum Qualifications: Ph.D. or equivalent in an area relevant to the SHAPS; evidence of successful teaching, scholarship and publications associated with one or more areas of Hawaiian, Asian, and Pacific regions; three years as an associate or full professor rank; experience in academic administration; unalerstanding of education and research related to Hawaiian, Asian

Desirable: Understanding of administrative system in post-secondary educa-

Salary: Salary commensurate with qualifications and experience; with a minimum annual salary of \$50,040. Effective Date: August 1, 1992.

Applications and Nominations: Submit letter of application, full curriculum vitae, and the names, addresses and telephone numbers of three references to: SHAPS Associate Dean Search Committee, University of Hawaii at Manua, Moore Hall 309, Honolulu, Hawaii 90822. Letters of nomination should be sent to the same address. Telephone inquiries: (808) 956-8818, FAX: (808) 956-0345.

Closing Date: February 15, 1992.

An Equal Opportunity, Affirmative Action Institution.

THE STATE UNIVERSITY OF NEW JERSEY RUTGERS

DEAN

Camden College of Arts and Sciences and University College

Ruigers- The State University of New Jersey at Camden invites nomina-tions and applications for the position of Dean of Camden College of Arts 8. Sciences and University College. Reporting to the Provost of the Cam-den Campus, the Dean has fiscal responsibility for a budget of approxi-mately \$10 million and a full-time faculty of 156 in 27 major programs. Undergraduate enrollment numbers approximately 3,800 students, which includes about 2,800 full-time students and 1,000 part-time students. A majority of part-time students are enrolled in University College, an eve-ning college which serves a large nontraditional population. Approximate-by 15% of the student body resides on campus.

Qualifications: Applicants for the position must hold an earned doctorate in an appropriate discipline, have significant teaching and administrative experience as well as a record of outstanding scholarly achievement commensurate with appointment as a full professor in the Rutgers University system. The Dean is responsible for providing visionary leadership in all areas of academic life.

The Campus Rutgers-Camden is part of a multi-campus state university with locations in Camden, Newark and New Brunswick. The Camden Campus enroils approximately 5,700 students in the College of Arts and Sciences, University College, School of Business, School of Law and the Graduate School.

Nominations and applications (including curriculum vitae and the names, addresses and telephone numbers of five references) should be submitted by 15 February 1992 to:

Professor H. Lee, Chairman
Dean's Search Committee
c/o Office of the Provost
Rutgers University, Camden, NJ 08102

Employment eligibility verification required.
Ruigers University is an Affirmative Action, Equal Opportunity Employee

roli Cullege, Helena, Montana 59625. In-clude letter of application, résumé, and least three references.

Coverage of breaking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

WESTERN MICHIGAN UNIVERSITY

WESTERN MICHIGAN UNIVERSITY invites applications for the positions of DEAN OF STUDENTS and DIRECTOR, CAREER PLANNING AND PLACEMENT (search re-opened).

DEAN OF STUDENTS

The Dean of Students, who reports to the Vice President for Student Affairs, is responsible for the development and maintenance of student life programs (Campus Recreational Activities, Handicapped Student Services, International Student Services, Off-Campus Life, Residence Hall Life, Student Life, and University Judiciaries) for a student body of approximately 27,000.

The successful candidate for the position will have an earned docthe successful candidate for the position will have an earned doctorate or terminal degree; extensive administrative experience in student affairs; strong organizational and communication skills; personnel management experience/skills; knowledge of budgetary processes and control; ability to work with a diverse student body, and demonstrated ability in creating and implementing innovative student affairs programs. student affairs programs.

Applicants should submit a letter of application, vita, and three professional references (including names, position titles, addresses, and telephone numbers) to: Ms. Stella Morado, Chair, Dean of Students Search Committee, Division of Student Affairs, 2311 Faunce, Western Michigan University, Kalamazoo, MI 49008. All application information should be submitted by March 15, 1992. The preferred appointment date is submitted by March 15, 1992. The preferred appointment date for this position is on or about fully 1, 1992.

DIRECTOR, CAREER PLANNING AND PLACEMENT

The Office of Career Planning and Placement is one of 14 departments in the Division of Student Affairs and reports directly to the Vice President for Student Affairs. The director supervises a department that includes six professional staff members in Career Planning and Placement and Student Employment Referral Service. The director must possess a doctoral degree in a counseling-related field or an equivalent combination of education and experience in higher education administration. Candidates should possess several years of progressively responsible management experience in caer education administration. Candidates should possess services progressively responsible management experience in career services, preferably at a comprehensive university with a variety of professional programs. Also, the candidate must be eligible for Michigan licensure as a Professional Counselor. Salary is commensurate with experience; a full benefit package is available.

Send a letter of application, vita, and three letters of reference to: Dr. Norman M. Kiracofe, Chair, Career Planning and Placement Search Committee, Division of Student Affairs, 2305 Faunce, Western Michigan University, Kalamazoo, MI 49008. All application information should be submitted by March 15, 1992. Anticipated appointment date: August 1, 1992.

WESTERN MICHIGAN UNIVERSITY, A Carnegle Classification Doctoral 1 institution, is located in Southwest Michigan midway between Chicago and Detroit. Kalamazoo is part of a metropolitan between Chicago and Detroit was a located by the control of th area of about 225,000 offering varied business, research, and in-dustrial operations as well as cultural and recreational activities.

All applicants must have a demonstrated commitment to Equal Opportunity and the goals of Affirmative Action. Western Michigan University is an Equal Opportunity, Affirmative Action employer and encourages the application of women and minorities.

Wright State University **College of Business and Administration** Dean Search Opened

Wright State University invites applicants and nominations for a dynamic leader who will create an environment that empowers faculty, students, and other constituents to move the College of Business and injetration into the 21st century. The successful candidate should nominiausation into the clast century. The successful candidate should provide evidence of a clear understanding and personal vision for business, political, social, ethical, technological, and international issue, as they affect business education now and in the future; competency.

es they affect business education now and in the suture; competency in developing and managing engoing strategic planning processes; effectiveness in managing resources; and a commitment and sensitivity to diversity, equal opportunity, and affirmative action.

Candidates should have an earned Ph.D./D.B.A., with a demonstrated record of scholarship, teaching, and service. Applicants the participate of the process of the process.

demonstrated record of scholarship, teaching, and service. Applicants whose primary work has been in business, government, or nonprolit organizations must have experience with the academic environment and a thorough understanding of the collegial model. Successivi candidates should be able to qualify for the rank of professor with tenure.

Review of credentials will begin on March 1, 1992, and continue until the position is filled. Send a letter of application along with vita and the names and addresses of three professional references to Dr. Robert Scherer, Chair, Dean Search Committee, College of Business and Administration, Wright State University, Dayton, Ohio 45435.



Wright State University Dayton, Ohio 45435

Wright State University is an equal opportunity/affirmative action institut

Numing: Program Director. Faculty member Suraical Technology, RN, cerified Nurse-Operating room. Sulary range \$27,240-\$55,728 whs benefits. Employment data; March 23, 1992. Application deadline; February 5, 1992. Send resume to Dr. Joe Caskin, Athens Tech, U.S. Highway 29 North, Athens, Georgia 30610-3099 or call 404-542-8050. An HOB Institution.

Nursing: Parry Nursing Chair. Taxas Womna's University is seeking a full-lime faculty member to full the endowed Parry Nursing Chair in Health Promotion and Disease
Prevention. Responsibilities include teaching, restarch, and publication. The position
is open as of Fall, 1992. Candidates must
have a Master's degree in nursing, an

narried doctorate, and be cliable for nursing licensure in the state of Texas. A sustained record of teaching, research, any scholarly activities must be demonstrated Submit a letter of application, a curricular, vitae, names, addresses, and telephon numbers of three references with a coveletter to Dr. Judith Stocks, Chairpersor Parry Chair Search Committee, Texa Woman's University, 1130 M.D. Anderso Boulevard, Houston, Texas 77030-289-telephone: 713-794-2199. Review of candidates' credeniath will beain January 15, 1992, and will continue until an appoinment is made TWU has three geographic locations with a total of 9,409 students and 350 faculty. The College of Nursing, wit 1,640 students and 80 faculty, is NLN-ay





College of Criminal Justice

Northeastern University invites applications for the position of Dean of the

The University: Northeastern University is one of the largest, private, nonsec-

tarian universities in the country. It is comprised of eight undergraduate col-

leges, including the College of Criminal Justice, and the graduate School of

Law. The University offers a broad range of undergraduate, professional and graduate degrees through the Ph.D. It is located in the heart of Boston's

cultural district and is part of an academic community comprised of more

The College: The College is comprised of nine full-time regular faculty. It

offers a BS degree and an MS degree. The faculty members are nationally

recognized in a variety of fields, and they have been the recipients of a number

of grants from the U.S. Department of Justice. The College is also the home of the George Lewis Ruffin Society, an organization of minority criminal justice

Position: The Dean is the acudemic leader of the College of Criminal Justice.

The Dean is responsible for administering all facets of the College, both in-

ternally and externally. Internally, the Dean will set and achieve goals of

the College and the University; guide curriculum development at both the undergraduate and graduate levels; establish and maintain budgets and fiscal accountability; encourage faculty growth and development in teaching.

research, and professional activities; maintain relationships with other

future. Externally, the Dean will create and maintain professional relation-

ships with the professional criminal justice community and practitioners, the

scholarly criminal justice community, alumni, and other groups vital to the growth and functioning of the College. The Dean will be encouraged to continue teaching, research, and other professional activities.

Qualifications: Applicants must possess a Doctoral degree in Criminal

Justice or a closely related discipline, or a minimum of an LL.B. or JD degree.

Candidates must also have an established record of teaching and scholarly

accomplishment in criminal justice/criminology sufficient for appointment

to a tenured position at the rank of full professor. In addition, candidates

must have experience in, or strong potential for, leading faculty and staff

in the development and maintenance of quality academic and research pro-

grams; managing those programs; fostering collegial relationships within

an academic setting; maintaining mutually boneficial relationships with other

academic units in a university; and developing and maintaining professional

relationships with the criminal justice and other relevant communities. Ap-

Appointment: The position is available July 1, 1992. The solary is negotiable depending upon credentials. This is an ongoing 12-month administrative position that requires tenured faculty status in the College of

Closing Date: Applications received by March 16, 1992 will receive full

Applications: Interested persons should submit a letter of application, a current curriculum vita, and the names of three references to: Pro-

fessor Neil O. Alper, Chair, Criminal Justice Dean's Search Commit-

tee, Department of Economics, 301 Loke Hall, Northeastern University,

Boston, MA 02115. Phone: (617) 437-2839; FAX: (617) 437-3040.

Northeastern University is an equal opportunity/affirmative action, Title IX

Northeastern University

plications from women and minorities are strongly encouraged.

Northeastern colleges and units; and provide vision and leadership for the

NORTHEASTERN UNIVERSITY

College of Criminal Justice.

than 60 colleges and universities.

California's first chartered University is seeking an energetic, creative and talented Dean of Ad-

The University of the Pacific has a college of arts and sciences (the College of the Pacific), a Conservatory of Music, Professional Schools (Education, Pharmacy, Engineering, Business and Public Administration, and international Studies), and an adult re-entry program (University College). The Stockton campus of the University is a residential community with an enrollment of 3,600 undergraduates and 400 graduatestudents. The School of Dentistry (San Francisco) and the McGeorge School of Law (Sacramento) operate separate admissions programs.

Strong student-faculty relations, typical of small colleges, are characteristic of the University. The University blends a personal academic environment with wide choice of majors and professional

The Dean of Admissions works with the academic community to identify and describe the strengths of our institution. The Dean must be able to communicate to prospective students the challenge and excitement of our academic programs in the personal manner characteristic of the institution.

Candidates must be knowledgeable about national trends in higher education. Knowledge of West Coast institutions and of the needs of international students is desirable. The University has a history of innovation and would welcome innovative approaches to admissions.

The University is a community of diverse cultures. Several programs for recruiting the emerging majority are in place. The Dean of Admissions must have a commitment to the support and expansion of these programs.

The Dean of Admissions supervises eight professional and eleven support staff. The Dean reports directly to the Office of the President.

Nominations, applications and inquiries should be sent to:

Prof. Roland di Franco, Co-chair Search Committee for the Dean of Admissions Office of the President University of the Pacific Stockton, CA 95211

Applications will be accepted until the position is filled. Review of applications will begin on Pebruary

The University of the Pacific is an affirmative action and equal opportunity employer.

credited and has Beccalaureste, Master's, and Doctoral programs. The Houston Center, located in the heart of the Tease Medical Center, has all levels of programs. Texas Woman's University is an Equal Opportunity, Affirmative Action Employer.

Nursing Administration: The University of Julius seeks nursing administration faculty for new anasters in nursing administration program, and Joint MBA program. Metropolism Julius is a cosmopolitan city of more than 700,000 people that retains its sensition of the Julius and Southwestern heritage. Excellent clinical facilities are available in six local hospitals with bed capacities ranging from 106 to 935. Full time; tenure track; 9 month appointment. Minimal qualifica-Ing from 106 to 935. Full time; tenure track; 9 month appointment. Minimal qualifications include a graduate degree in surring, a doctorate in surring or related field, coursework in administration, experience in post-doctoral research and grant writing, and record of peer-reviewed publications and presentations. Experience in pursing administration and two years teaching at graduate level also required. Must be eligible for RN license in Oklabona. Responsibilities include theoretical and spracticum seathing in graduate program. Expected beginning date is August, 1992. Sulary and rank: competitive and commensurate with experience and qualifications. For full consideration, application should be received by February 14, 1992. Apply with letter of application, complete vita including three reference names and addresses: Dr. Donna Marie Wing, Chair Search Committee of Nursing. The University of Tulsa, 600 South College, Tulsa, Oktahoma 748(gr) 3189. The University of Tulsa, an equal opportunity, affirmative action employer, is committed to diversifying its faculty of a spirit of the country and staff. Members of under-represented grups are strongly encouraged to apply.

Nutrition: Human Nutrition, tenure Irack, 12 month, Assistant Professor (9 month teaching, 3 month research) July, 1922 or until utilisable candidate found. Ph. D. in Human Nutrition required. Registered Dietitan or RDE required. Dulte's brothe teaching, research, advising and service. Letter of rupileallon, vita, transcripts and three letters of references by March 15, 1992 to Dr. Ann Bock, Department of Flome Economics, Box 3470, Now Monteo State University, Las Cruices, New Mexico State University, Las Cruices, New Mexico State University is an Equal Opportunity. Affirmative Action Employer.

Pharmacology: Assistant Professor. To teach andules and medical students, and to conduct independent research in pharmacology, with a focus on the study of interaction between the nervous system and the immune system. Medical student teaching of around 20 lecture hours, and graduate a student teaching of around 30 lecture hours per year. Will train graduate students and postdoctorals in research techniques for the study of nervous-immune system interactions. M.D. or Ph.D. in Biological students and these years research und toaching at university level required. Please send resumé and three references io: Dr. Adrian Dunn, Department Head, Department of Tharmacology, LSU Medical Centre, P. O. Box 3992, Shreveport, Louistana 71130-3932, EOE/AA. Pharmacology: Assistant Professo

Philosophy: Kutziowa University of Pean-sylvania offers a tenure-track position at the rank of instructor or assistant profes-sor, beginning Fall Semester, 192-3 ac-demic year. Area of Specialization: Open. Areas of Competence: The department seeks someone who can leach a room of introductory corres and some or all of the following: modern philosophy, philosophy.

DEAN

School of Health Related Professions

UNIVERSITY OF ALABAMA AT BIRMINGHAM

The School of Health Related Professions in the Medical Center of the University Alabama at Birmingham (UAB) invites nominations and applications for the position of Dean of the School. Applications will be screened when received, and the position will remain open until filled.

ceived, and the position will remain open until filled.

The UAB School of Health Related Professions is the largest school of its type in the United States with approximately 1,000 students enrolled in a comprehensive set of professional and technical programs. Students pursue careers in applied health sciences, health services administration, nutrition sciences, and related fields through academic offerings at the certificate/associate, bachelor's, master's, and doctoral levels. The School is well recognized for the quality of its teaching, research, professional service activities, and international programs.

The School of Health Related Professions has strong linkages to the Schools of Dentistry, Medicine, Nursing, Optometry, and Public Health in an outstanding academic health sciences center. The UAB Medical Center is internationally

In addition to successful experience in academic administration, the applicant will be expected to possess a terminal degree in a relevant academic field and academic qualifications appropriate for appointment to a tenured professorship. The ability to plan and manage academic programs, foster research, work harmoniously with faculty and staff, develop and support collaborative programs with the University Medical Center, and interact effectively with community and educational leaders in Birmingham and the state of Alabama are among the more important qualifications for the position. nquiries, nominations, and applications may be sent to:

Charles J. Austin, Ph.D.
Chair, Search Committee
chool of Health Related Professions
inversity of Alabama at Birmingham
Birmingham, AL 35294-3361
Fax: (205) 975-6608

UAB is an Affirmative Action, Equal Opportunity Employee

PALO ALTO COLLEGE DEAN OF TECHNOLOGIES, SCIENCE AND BUSINESS

The Dean of Technologies, Science and Business reports to the Vice President of Academic Affairs and is responsible for providing leadership in program and staft development, evaluations, strengthening departments and programs, supervising and directing the fiscal affairs and academic planning. Salary compelitive.

Master's degree (Protectic applicated)

Master's degree (Doctorate preferred) in a subject area taught at the college. Excellent teaching record as a full-time faculty member at an institution of higher education. Three (3) years' administrative experience at the department chair and/or director level. Ability to work effectively with faculty, students, and administrators in the two-year community college environment and a sensitivity to a multicultural student body.

Application and/or current résumé must be delivered or postmarked by February 14, 1992 along with the names, addresses, telephone numbers of at least five references, and legible copies of qualifying documents/transcripts. A completed ACCD application and official copies of qualifying documents will be required before employment offer is made. Please submit to:

Alamo Community College District HUMAN RESOURCES DEPARTMENT

EEO/AA

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Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037



California State University, Los Angeles

ASSOCIATE DEAN FOR INSTRUCTION AND GRADUATE PROGRAMS

SCHOOL OF EDUCATION

The School of Education invites applications and nominations for the pos-tion of Associate Dean for Instruction and Graduate Programs. Major re-sponsibilities include undergraduate, credential, and graduate curiculum and academic program development.

QUALIFICATIONS: An applicant for the Associate Dean position curre QUALIFICATIONS: An applicant for the Associate Dean position currenty must be a terminal degree, and be eligible for appointment in one of the four Divisions of the School: Administration & Counseling, Curriculum & Instruction (Elementary and Secondary Education). Educational Foundations & Interdivisional Studies (Educational Foundations, TESOL, and Instructional Technology), and Special Education. The successful candidate must be able to demonstrate knowledge of the many disciplines included in the School of Education; have a record of professional achievement; have demonstrated leadership in instructional affairs; be knowledgeable about undergraduate, credential, and graduate curricular matters; be able to work well with students, faculty and administrators; and be sensitive to student needs and interests. It is desirable that the candidate have experience working with multicultural/multilingual populations.

A detailed description of the duties of the position is available upon request from the Office of the Dean, School of Education. RANK: This is a management position. Salary is negotiable depending or qualifications and experience.

THE UNIVERSITY AND SCHOOL OF EDUCATION: California State University THE UNIVERSITY AND SCHOOL OF EDUCATION: California State University. Los Angeles offers programs in more than 50 academic and professional fields. The campus is located at the eastern edge of the city of Los Angeles in the western San Gabriel Valley. The University serves more than 20,000 full- and part-time students who represent the rich ethnic diversity of the area. The School of Education, the largest in California and the fifth largest in the nation, offers 31 credential programs, six master's degrees with 42 options, and a Ph D. In special education jointly with UCLA. The University has an affirmative action program and encourages ethnic minorities, women, and disabled persons to apply.

STARTING DATE Links 1, 1902. STARTING DATE: July 1, 1992.

APPLICATION DEADLINE: March 2, 1992. APPLICATIONS: Please send a letter of intent, vita, transcripts showing highest degree, and three recent letters of reference to:

Dr. Jose Galvan, Chair
Associate Dean Search Committee
c/o Office of the Dean, School of Education
California State University, Los Angeles
5151 State University Drive
Los Angeles, CA 90032-8140
(213) 343-4300
FAX (213) 343-4318

DEAN OF INSTRUCTIONAL SERVICES

West Hills Community Callege District invites applications or nomination for the position of Dean of Instructional Services. The Dean of Instructional Services. Services is the District's Chief Instructional Officer reporting to the Super-

This is a 12-month contract with a salary range of \$57,498-\$62,973. The District also offers a generous benefit package

Application Deadline is MARCH 6, 1992

Please request job announcement, official application and procedures from

West Hills Community College District Personnel Office 300 Cherry Lane Chalinga, CA 94210 (209) 935-0801, extension 323 Fax (209) 935-5655

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY, SECTION 504, TITLE IX EMPLOYER

mince, Department of Philusophy, Kutstown University, Kutztown, Pennsylvania
19530. All materials must be postmusked by
Pebruary 28, 1992. Salary is competitive
and benefits excellent. KU is an Affirmative Action, Engel Opportunity Employer
and actively solicits applications from qualfiled minority and women candidates.
Qualified applicants must send a letter of
application, Innscripts, three letters of recommendation and a sample of bis/her written work.

Philosophy: University of Minnesota, Morris. Tenure-track position. Assistant Professor Ph.D. Ipreferred, ABD (tonsidered) in philosophy (if the Ph.D. has not been received, a temporary appointment will be made at the rank of instinctor), must have demonstrated excellence in undergraduate teaching and a clear promise of contribution to philosophic research and publication. Six courses per academic year (two other course; consistent with instincts and other course. Consistent with instincts and other course. Six ourses per academic year (two other courses of the college. AOS; Ethics (theoretical and applied) and political philosophy. AOC; philosophy of law and standard undegraduate courses such as critical thinking and totroduction to philosophical thinking. Excellence in teaching and a dis-

tinguished publication record are required for the granting of tenure. Begin September 16, 1992. Salary open. The faculty of the University of Minnesota, Morris are expected to participate periodically in the tenching of a one-quarter (10-week) intendacinishary course common to all freshmen. Send letter of application, wina, stranscript or a listing of courses, and credentals, including three letters of recommendation written within the last three years to C.F. Farrell, fr., clo Philosophy Search Cournellate, University of Minnesota, Mor-Cournellate, University of Minnesota, Mor-Cournellate, University of Minnesota, Mor-Cournellate, University of Minnesota, Mor-

Philosophy: Brandels University, Walthum, Massachusetts, Lecturer, One year appointment only for 1992-93. Two courses per semester. Ph. D. at time of appointment, Salary range 527,000 - 531,000. AOS open. We seak someone competent is teach a course in Ethics and fas part of the school's University Studies Program a first-man introductory course in the lablory of modern philosophy. Women and minority candidates are encouraged to apply. Brandels University is an affirmative soliton and equal opportunity employer. Seal dustier including evidence of teaching excellence to Personnel Committee, Department of Philosophy, Brandels 02254-910. Waltham, Massachusetts University Philosophy. Deadline for receipt of application March 1, 1992.

DEAN **HONORS COLLEGE**

BULLETIN BOARD: Positions available



Kent State University invites applications and nominations for the position of Dean Kent State University is a Doctoral Linstitution with a strong me noticed consists with a strong members to undergraduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Ohio. the Keril Campus and 5,555 currently enrolled, the Honors College is one of the largest Honors programs in a state-assisted public university. It is the recipient of a Program Honors programs of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive, state-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's liberal education program. As chief executive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council and the academic units; and for serving as a spokesperson for the needs and interests of Honors students.

Nominees and applicants should have a demonstrated commitment to academic excellence. They should possess an earned doctorate or terminal degree appropriate to their academic disciptine and a record of teaching and of research, scholarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidates who have had significant administrative experience and a well documented record of progression in levels of responsibility and leadership within Honors education. The ability to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salary for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or nomination), curriculum vitae, and the names of three to five references should be submitted no later than February 15, 1992 to: Dr. Cheryl A. Casper

Associate Provost for Academic and Student Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242 Equal Opportunity/Affirmative Action Employe

Dean

College of Art and Architecture UNIVERSITY OF IDAHO

The University of Idaho invites nominations and applications for the pollon of Dean of the College of Art and Architecture. The College of Art and Architecture was established in 1944 to bring together distiplies that deal with creation of the cleant and physical human cavisment. Art has been taught at 10 since it was founded in 1800, and architectural degrees have been offered since 1923, fatefor design has been offered since 1923, and the tambeape architecture curletism was added in 1909. This combination not only face assess the resources available to the students but also brings together a community of creative schools with a community of creative schools. The University of Ichina, with an envolument of approximately 9000 sudents, is the state's land-quant institution and senior of Ichina's four state-supported institutions of higher education.

This person will lead the teaching, research, and public service activi-des of the College of Art and Architecture

Candidates for the position will be expected to possess

qualifications to hold a tenured full professorship in one of the college's disciplines, a record of teaching and scholarly/creative accomplishments, and a terminal degree in the discipline:
 demonstrated ability in planning, program development and funding personnet, budget development and working with professions tested to a multi-disciplinary college;
 executive leadership, communication skills, vision, and professional intention.

al Integrity; • a commitment to promoting excellence in teaching and scholarship

The position is available July 1, 1992. Search and selection procedures will be closed when a sufficient number of qualified applicants has been identified, but not earlier than March 15, 1992. Nominations and applications, including a letter of medication.

Dean Robert Bartlett Chair, Dean Search Committee College of Mines and Earth Resources University of Lights University of Idaho Moscow, ID 83843 (208) 885-6195

The University of Idaho is an equal opportunity, affirmative action employer and educational institution

issue Professor/Ausonnie Professor id Rouad education. This nine-month professor dates in January 1992. Responsibilities actions undergradupen and is and in continuous continuous policies per professor programming with local states. Physical Education I from a first professor programming with local interest and growing and conductors in the conditions with public schools advising and conductors in the conditions with public school professor of the conditions with public school professor with public school professor with public school professor with a finite professor of the conditions with public school professor with a finite professor with a fi

REGISTRATION & STUDENT **DATA SYSTEMS**

Mostor's degree preferred: Bachelor's degree with mini-mum of five years' direct work experience required. Appropri-ate professional training and experience within a higher ed-ucation setting, community experience within a higher education setting, community college preferred; preference will be given to candidates with prior experience within Floridn's higher education system. Daylons Beach Community College is a premier community college located on Florids's East Const, olfering excellent recreational and cultural advantages. This institution's commitment to quality is reflected in an excellent salary and benefits package. Please send a résume and cover letter lo:

DAYTONA BEACH COMMUNITY COLLEGE P.O. BOX 2811 DAYTONA BEACH,

Equal Opportunity Employer

Physical Education Department, Morrow I teld House, Suppery Rock University, Suppery Rock University, Suppery Rock, Pennsylvana 16037. To ensure consideration, amplication materials should be received by March 4, 1992. Slippery Rock University is an Affirmative Action. Equal Opportunity Employer.

Pery Rock. University in the project.

Physical Education: Two positions. Effective August 1992. Women and minority cardidates expecially encouraged. Two Assistant/Associate tenute track positions as address to the positions are the positions as address to the positions to the positions are the positions and the positions are the positions are the positions and the positions are positions and the positions are the positions and the positions are positions as a position and the position of a state that the positions are the positions and details three letters of recommendation and details three letters of recommendation and details of other referees by February 3, 1992 to Dr. Turnsby Chandler, Search Chaur, School of Physical Education, Recreation and Dance, Rent State University, P. O. Box 1910. Rent. Ohio 4242.

DIRECTOR OF

nhysical education, sinesswellness, sport-psychology/sociology). Other responsibi-ties include supervision of student teach-ers, advisting graduate students (MS), con-ducting a focused research program, and pursuing external funding opportunities. Qualifications required include an earned doctorate, elementary school physical edu-positions are a superprive teaching exdoctorata, elementary school physical education experience, university teaching experience, and evidence of scholarly
achievement. Position 2. Primary instructional responsibilities involve teaching the
history of physical education and sport and
in one additional specialization area (see
Position 1 description). Opatifications requitted include an earned doctorate or
ABD. Preference will be given to candidates with university teaching experience
and a publication record. Application procise statement of professional acola, rdsumé, transcripta, and three letters of reference to Dr. Shirley Wood, Interion Craftfowa State University, Department of PhyLS, 217 PEB, Ames, lowa 5001. Application review will begin March 1, 1992, lowa
State University is an affirmative actions'
equal opportunity employer and particularby encourages women and minority applicants.

Physical Education/Athletics; Physical Edu-

Physical Education/Althetics; Physical Edu-cation/Coaching. Two nine-month proba-tionary positions for September 1992 pend-ing funding; teaching + (1) defensive foot-ball quordinator or (2) track. Require-ments: MS + high school/college experience. Application: complete MSU

form; réumé; three reference letters; transcriots. Application seview begins February IS, 1992. Apply: Dr. Ross Fortier, Athletic Depostment, Moorhead State University; Moorhead, Minnesota 56163; (218/216-2123). MSU is an AEOC employer

sery, Ph.D. preferred. Responsibilities include major courses in adaptive, symmatics, dance and hikins/camperalt, teaching varied activity courses, coaching women's volleyball (NCAA Division II) and student advising. For position two: ABD, teaching experience, nalional certification as altitude and CPR. Responsibilities include athletic trainer and instructor in standard first aid and CPR. Responsibilities include athletic trainer consultant for all athletic teams, teaching athletic training, comprehensive first and and required health/wellness courses and student advising. In keeping with the College's Christian tradition and its emphasis on the worth and dignity of all persons. Rerea eucourages applications from women and members of minority groups. Applicants should send letter, curriculum vitae and three letters of recommendation by March 1, 1992 to Dr. Joy Hager, Chairperson, Depurmsent of Physical Education, CPO 2257, Berea College, Berea, Kentucky 48404.

crepces should be submitted by March 2, 1992, to: Dr. Sandra Gangstead, Assistant Director, University of Southern Mississip pl, School of Human Performance and Re-creation. Southern Station Box 5142, Hat-liesburg, Mississippi 39406-5142. AA/F.OE.

Physical Therapy: The University of Navada, Las Vegas seeks applications for two Assistant/Associate Professors, tening track positions. Applicants must have B. J. or M. S. in Physical Therapy and a doctorate in Indianam of three years' clinical experience as a licensed physical therapist and two years' tenching experience in a university based program preferred: expertise in one or more of the following areas preferred: Anatomy, Blomechanics, Orthopodics, Neuromuscular Disorders. Rank and salary commensurate with credentials and experience. Sead letter of application, curriculum vitae, and three letters of reference to; Dr. Louis Amundsen, FT, Ph D. Chair, Search Committee and Departmentials and Parkway, Las Vegas. Nevada 39154. Applications accepted until positions are filled in August, 1992 with review of applications beginning March 1, 1992.

TENNESSEE BOARD OF REGENTS

ASSISTANT VICE CHANCELLOR

FOR ACADEMIC AFFAIRS

Student Access and Success)

(Academic Support Program for Enhancing

The Tennessee Board of Regents invites nominations and applications for the position of Academic Vice Chancellor for Academic Affairs. The Board is the governing body for The State University and Community College System of Tennessee, a system of twenty collegiste institutions (six universities, twelve community collegiste institutions institutes) that enrolls some 160,000 students.

dents.

The Assistant Vice Chancellor reports to the Vice Chancellor for Academic Affairs and has primary responsibility for staffing scivities aimed at enhancing desegregation in System enrollments and employment; providing loadership for a System-wide program for underpropared students; providing leadership for collaborative activities with the K-12 sector almost at enhancing student preparation for college; developing and writing staff reports and studies; staffing faculty development activities and faculty tenure and promotion recommendations; and carrying out special projects and routine staff activities as may be assigned by the Vice Chancellor.

Misseum qualifications for the position include an eurned doc-

the Vice Chancellor.

Minimum qualifications for the position include an eurned doctorate, five years of full-time tenching at the college level, evidence of highly developed analytical and writing skills, evidence of experience in and commitment to remediation and high school-college collaboration, computer skills, analyzing large computerised data bases, and strong interpersonal skills. Other desired characteristics that would increase an applicant's attractiveness are knowledge of and evident familiarity with both the protocols of senity governance and the characteristics of effective central

sculty governance and the characteristics of effective central

soministration.

Nominations and applications should consist of a lotter, résumé, and at least three references with telephone numbers included. Initial acreening of applicants will begin on March 15, 1992. The position will remain open until an applicant is selected. Particular emphasis will be placed on identifying qualified minorities and women in the candidate pool. Correspondence should be directed for

Ms. Dobbie Johnson Assistant Vice Chancellor for Human Resource Development Tonnessee Hoard of Rogents 1415 Murfreesbore Road, Suite 350 Nashville, Tonnessee 37217

DEAN, COLLEGE OF BUSINESS

The Dean reports directly to the Provost and Vice President for Academic Affairs and is the chief academic and administrative officer of the College. The Dean has the responsibility to provide direction and leadership for the development and implementation of all programs in the College of Business; to encourage and support effective teaching; to promote scholarship and research within the College; to enhance the College's reputation for excellence; and to support professional development and intellectual growth of the faculty. A detailed job description and organizational chart are available upon request.

QUALIFICATIONS: An earned doctorate in one of the disciplines within the College of Business; evidence of administrative skills, including the capacity for short and long range planning, preferably in higher education; the capacity for academic leadership and to deal with divergent viewpoints; responsiveness to the needs of students, faculty and staff; the ability to be an articulate spokesperson for the College of Business within the academic and business communities; a record of teaching experience in higher education; and a record of research and scholarly activity.

THE UNIVERSITY: Shippensburg University, established in 1871, is a comprehensive public institution which offers baccalaureate and master's degrees programs in three colleges: Arts and Sciences, Business, and Education and Human Services. The student body numbers approximately 5,500 undergraduate and 1,000 graduate students. The university has a complement of more than 300 faculty members. Shippensburg is a community of 5,347 in the scenic Cumberland Valley of southcentral Pennsylvania, 40 miles southwest of Harrisburg and 90 miles northwest of Washington, D.C.

The College of Business has a strong commitment to academic excellence and has been accredited by the American Assembly of Collegiate Schools of Business since 1981. The College of Business has an enrollment of 1,400 undergraduate students and a faculty complement of 54 (91 percent with earned doctorates). The College is composed of five departments: Accounting: Business Education and Office Administration; Economics; Financial Administration, Management Science and Information Systems; and Management and Marketing. The College also houses the Frehn Center for Management, a center for management development and continuing education.

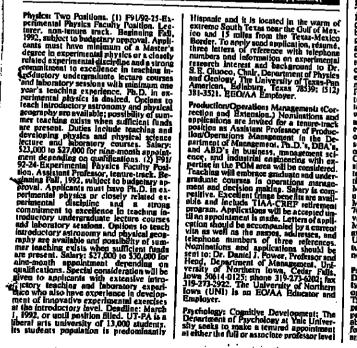
SALARY: Commensurate with qualifications and experience within the range of \$61,442 and \$92,165 with excellent fringe benefits. Starting date is approximately July 1, 1992.

APPLICATION: Applicants must submit a letter of application; a complete curriculum vitae; transcripts; and three letters of reference. All applications, inquiries and nominations will remain confidential. Applications, nquiries and nominations should be sent to Dr. Brendan Finucane, Chairperson, Search Committee for Dean, College of Business, Shippensburg University, Shippens-burg, PA 17257. The committee is reviewing applications and will continue to do so until the position is filled.

Shippensburg University is an equal opportunity/ affirmative action employer and encourages women and racial minorities to apply.

Shippensburg University

A member of Pennsylvania's State System of Higher Education



sprifications are invited for a tenure-trust position as Assistant Professor of Production/Operations Management in the Description as Assistant Professor of Production/Operations Management in the Description and Assistant Professor of Production Management in the Description and India and Indi

ASSOCIATE DEAN School of Education **BOSTON COLLEGE**

The School of Education at Boston College invites nominations and applications for the position of Associate Dean, available in the Summer of 1992.

Boston College is a national, jesuit university of 15,000 students with strong undergraduate and graduate programs in the liberal arts and professions. The University is committed to the ideal of excellence and places of high importance on the preparation of men and women for service to others. The University has a large endowment and is in excellent financial health, with considerable ongoing expansion and renovation of its physical plant, including a newly completed building for the School of Education.

The School of Education's 55 full-time faculty offer programs for over 1200 master's and doctoral students and 800 undergraduate students being prepared as scholarly practitioners and researchers in the fields of teaching, curriculum and instruction, educational administration, human development, counseling psychology, developmental and educational psychology, educational research and measurement, and special education. The School encourages work in schools and institutions located in underserved areas.

The Associate Dean of the School collaborates closely with the Dean and is responsible for the coordination of the work of the Assistant Dean, Craduate Admissions Officer, and the Department Chairs, and has oversight of the day-to-day operations of the School. The Associate Dean is particularly responsible for leadership of graduate programs and the promotion of faculty research and grantsmanship. The position offers faculty rank, a compelitive salary, and excellent fringe benefits.

rank, a compensive salary, and excellent lininge periodics.

Candidates should hold an earned doctorate and demonstrate successful experience as a scholar, evidence of effective grantsmanship, strong interpersonal skills, and accomplishment in prior roles of administrative or academic leadership. A letter of application, full curriculum vitae, and the names of three references should be submitted prior to March 15, 1992 to.

GEORGE MASON UNIVERSITY

DEAN

Graduate School of Education

George Mason University's Graduate School of Education seeks a leader who understands the critical policy and practice issues facing today's educators. The dean must help the School and University prepare top quality teachers and educational leaders who can meet the challenges of the 21st century. Conventional academic credentials are less important than demonstrated commitment to public education and a track record of successful leadership and management of people and resources. Successful candidates must demonstrate ability to function effectively in multicultural, globally interference and academic achievements typical of senior faculty are desirable but their absence does not rule out candidates who are otherwise strongly qualified for leadership of the School. Send applications and nominations by l'obruary 15, 1992 to 19t. VA 22030. AA/EEO employer.

Psychology: Clinical Psychologist (Ph.D.).
The University of Montana Department of Psychology has an Assistant Professorable (tenue-truck) operating beginning Soptember, 1992. Duties include teaching undersorable and graduate courses in Psychology, conducting research, supervision of MA and doctoral research and APA-approved clinical program. We are particularly interested in a candidate with a strong comminment to the scientist-practitioner model. Proferral areas of clinical and research interests might include that are research included the program of the program of the profession of the professio

Psychology: Clinical Psychologist. (Ph. D. y Director of Clinical Training. The University of Montana Department of Psychology is opening a search for Director of Clinical Training for our APA-approved doctoral Training for our APA-approved doctoral Program in Clinical Psychology. The appointment will be at the Associate level or above, to be all Fall 1992, We are looking for an individual with good leadership sallis and a democratic administrative style. Du-

3.4

Psychology: Assistant Professor. The Department of Psychology at Fort Hays State University is accepting applications for a tenure-ince position in Experimental Psychology at the Assistant Professor level to besin. In Pail Semester 1992. Minimum Gunifications: Ph.D. degree in Psychology. ABD will be considered, but retention will depend upon completion of declarate. Area of specialization within Experimental

Diana Pullin, Dean School of Education Boston College Chestnut Hill, MA 02 167 Boston College is an Equal Opportunity, Affirmative Action Employer.

Joseph F. Thomas, Jr. Dean, School of Graduate Studies Wright State University Dayton, OH 45425

Wright State is an equal opportunity/affirmative action institution.

DEAN

SOUTHERN NEW ENGLAND SCHOOL OF LAW

Southern New England School of Law invites application and noninations to the position of Dean SNESL is an independent by school, authorized by the Massachusetts Board of Regents to goal be Juris Doctor degree. It concently has a full-time faculty of eight, applemented by an adjunct faculty, and an enrollment of approximately 320 students. SNESL operates a part-time "extended week-end" pogram and will begin a full-time day division in September, 1992. To law school is presently located in New Bedford, Mass., bit will be moving to a new building in Dartmouth, Mass., in September, 1992. SNESL is committed to seeking accreditation by the American Br Association.

The Dean is the chief academic and administrative officer of the school and reports to the Boar of Trustees. The Dean his responsibilities in the academic, general administrative, planning, budgeling and fund-raising areas.

Caudidates should have outstanding readontle backgrounds and pro-or law school administrative and to aching experience and be familia-with ABA accreditation standards.

The Dean Search Committee will hegin reviewing application and nonlinations on February 1, 1992. Contact Ira Lipman, Esq., Chairnan, Dean Search Committee, Southern New England School of Law. 874 Purchase Street, New Bedford, MA 02740-6232.

SNESL is an Affirmative Action, Equal Opportunity Employee

in the field of cognitive development. Applications from outstanding candidates in all areas of specialization are selecome. The candidate should have an international reputation in his or her area of specialization, we also seek in this candidate someone who can contribute effectively to both the undocrazionate and graduate teaching programs of the university. Yale University is an equal opportunity, affirmative action comployer and applications from women and members of minority groupes are expecially encouraged. Applicants should send a letter of application, a curriculum viac, one copy of selected publications, and should surrange for those, a curriculum viac, one copy of selected publications, and should surrange for the selection program. Possible areas of research and clinical investment of applications and nembers of minority groups are supplicated as the selection program. The University of Montana Department of Psychology is an Assistant Professorial program, we assist the professorial program. We are particularly interested in a candidate with a strong comparity. Psychology. Pacific University of Montana and keyling, The University of Montana and the selection process will be in more of the selection program of clinical program, we are particularly interested in a candidate with a strong comparity. Psychology. Pacific University invites and keyling procession of March 1, 1922. Psychology (broadly defined) is open, but applicants should have an interest in and potential for excellence in teaching General Psychology and courses in specialty area. Research and scholarship are schularship are enouraged and expected, but strong emphasis is placed on teaching excellence and commitment to underguaduate education. Interested applicants should send a letter of application; sita; names, addresses and telephone numbers of three references, and copies of scholarly rapers to Dr. Richard R. Atkinson; Chair, Experimental Psychology Search Committee; Department of Psychology; For Hays State University; thays, Kansas 67601-4959. Deadling: Appli-Psychology: Pacific University invites ap-plications for a full time, tenure track ap-pointment in clinical/abnormal psychology at the assistant professor level, beginning August 1992. Teaching duties include intro-ductory psychology upper division raychology; Fort Hays State University; Hays, Kanssa 67601-4699. Deadline: Applications must be received by March 15, 1992 to be assured full consideration, but applications will be accepted until the pushfor is filled. Fort Hays State University is no Equal Omportunity, Affirmative Action Employer, Women, minorities, and people with disabilities are encouraged to apply.

Psychology: Rhode Island College. Appli-cation deadline extended to March 9, 1992. See January 8 issue. Psychology Assistant Professor, Fall, 1992. Christian liberal arts college seeks Ph.D. generalist to teach in Introductory courses and in area of specialization. Teaching offectiveness, enthusiasm, collegiality, and concern for students required. By February 19, 1992, send résumé, transcripts, and have three letters of reference sent directly to Dr. Ben F. Wude, Vice President and Dean of the College, Protide Southern College, 111 Lake Hollingsworth Drive, Lakeland, Florka 33801. AA/EUE.

Psychology: Eastern (llinois University, Charleston, Illinois 61920. Beginning Au-sust 25, 1992. Two positions. (1) Teaching and rosearch in area of Social and/or Orga-nizational Psychology. Teaching under-

Appications from windraid and Industrial/Granizational Psychology. The California Schol
of Professional Psychology. San Diego, and
licipates 1-2 feculty positions at the Australia or beginning Associate Professor led for its Cinical Psychology doctoral gogranizational Psychology. In Cinical Psychology and the Psy. In In Clinical Psychology and the Psy. In In Clinical Psychology and the Psy. In International Development will begin for a psychology. In Spatial Organizational Psychology. In Spatial Organizational Psychology in Creatested in individuals with experience in clinical granizational development, as well as include supervisiting Ps. D. disartspartial organizational psychology and disarizational development, as well as flowwith experience in teaching standard core
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virth experience projects; teaching software
all level courses, conducting and sevelopstudents in research and program develop-

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required. Ductoral degree in Psychobor
with specially in Social andro Graduational Psychology. Teaching and espatence as social psychologist preferred. (I)
Teaching and research in grad of Clinical
Psychology. Area of specialization open
Teaching graduate courses in chincal
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sort
of undergraduate grounds. Possible susprisort of clinical practica. Teaching wriety
of undergraduate gourses including fairof undergraduate gourses including fair-

of undergraduate courses included ductory, abnormal, and area of interest. Research and scholarly activity required Both positions: Applications the March & Both positions: Applications the March & Applications from women, minorities and handicapped individuals encouraged.

College of Science and Mathematics Wright State University

Wright State University Invites applications and nominations for the position of dean of the College of Science and Mothematics. The dean is expected to provide dynamic leadership in the queet for excellence in teaching, research, and protessional service, and must be sensitive to the aspiration of diverse constituencies, including minorities, women, disabled persons, and northest-

The Chronicle of Higher Education • January 22, 1999

The dean serves as the principal spokesperson and advocate for the colege, working with the vice president for academic alfairs and the Council of Deans formulate university policy. The dean works with departmental chairs and testy in formulating cologe goals and policy. Among the dean's specific responsible are strategic planning, program development, faculty development, resource allocation and budget management, research promotion, fund relating, serving management, and relations with external constituencies.

Wright State is located in suburban Dayton, Ohio, a region of technical interests and accomplishment. The university entrols more than 17,000 students, including over 3,900 in graduate and professional programs. There are approximately to undergraduate, over 30 master's, and five doctoral programs. Research and sponsored programs exceeded \$18 million in 1990–91.

sponsored programs exceeded \$18 million in 1990-91.

The College of Science and Mathematics has more than 180 tenured and insurance faculty in the Departments of Blological Sciences, Chemistry, Geological Sciences, Mathematics and Statistics, Physics, Psychology, Anatomy, Blochemistry, Microbiology and Immunology, and Physiology and Blophysics. The latter four departments report jointly to the dean of Science and Mathematic and the dean of Medicine. The Ph.D. program in Blomedical Sciences is also judy administered by the two deans. The college programs enrol 1,550 undergodust students and 269 graduate students, including \$5 in the BMS Ph.D. program. The college faculty have a tradition of productive scholarship recognized during the past year by external funding exceeding \$5 million.

past year by external funding exceeding 55 million.

The ideal candidate for the position will possess a record of excellence in scholarly research that would meet the qualifications for the rank of protessor ha department of the college. Significant administrative experience, including eviders of strong personnel and budget management skills, is required in addition, the candidate must demonstrate ability as an organizational leader and a communy liaison, and a knowledge of and commitment to the instructional mission of a university as demonstrated by a record of quality teaching or other indicators. Salary for the position is competitive, and a starting date is negotiable.

Applicants should provide a letter of interest addressing the above qualifications, a curriculum vitae, and the names, addresses, and telephone numbers of the references. Review of applicants will begin on February 17, 1992, but applicating will be accepted until the position is filled or June 30, 1992. Send nominations and

Wright State University Dayton, Ohio 45435

The Tennessee Board of Regents is an Equal Opportunity, Affirmative Action Employer.

VICE PRESIDENT INFORMATION TECHNOLOGIES

Loyola University Chicago is an independent, private, Jesuit Catholic Institution providing the best in quality higher education and health care to students and patterns and patterns.

Reporting directly to the Executive Vice President of the University, this position directs the university-wide computing and tolocommunication resources in the academic, financial, administrative and mediate the series of the cal communities of the university, and serves the needs of faculty, staff and students on five campuses.

The primary responsibility is to serve the user communities by providing loudorship, strategic plan-ning and coordination of computing, networking and telecommunications resources. Responsibilities also include management of a staff of over 150 and for an operating budget in excess of \$20,000,000 The computing network includes IBM mainframes. arious minicomputers, microcomputers and ter-

Applicants for this position should have a demonstrated history of leadership, success, innovation and fiscal responsibility in the field of information technologies. Extensive experience in the management of a multi-million dollar computer installation, an advanced degree, and a background in an academic, research and medical environment are

nierested candidates should send a letter of application and professional vita to: Deborah L. Holmes, Ph.D., Vice President for Academic Affairs. LOYOLA UNIVERSITY CHICAGO, 6525 N. idan Rd., Chicago, IL 60626 . Loyola University Chicago is an equal opportunity employer/educator.

UNIVERSITY CHICAGO

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THE UNIVERSITY OF IOWA Vice President for Research

The Vice President for Research promotes and facilitates research and scholarship and fosters their excellence; strengthens relationships with public and private agencies that support research and other scholarly endeavors; advances the role of the University in economic development; developes research agreements; and formulates and implements policies regarding research, patents, copyrights, and intellectual property rights. The Vice President reports directly to the President.

The Vice President should have an established record of research accomplishment and the capacity to promote research and scholarship and foster their excellence in all areas of a comprehensive research university. Administrative experience is a highly desirable qualification, it is not an absolute prerequisite. Candidates must have the ability to communicate university policies relating to research to all of the University's constituencies, both internal and external. It is important that the Vice President have extensive experience and familiarity with funding agencies.

The Vice President is expected to have a PhD., or equivalent degree or achievement, and preferably also experience at a major research organization. It is also preferred that the Vice President qualify for tenure in a University department. The President and the Search Committee are particularly eager to identify qualified women and minority candidates.

Cancinusters.

Founded in 1847, the University of Iowa is a major public research university with a long-standing commitment to teaching, research, and service. The University of Iowa affords an ambience and rich intellectual climate characteristic of an AAU institution. The campus community is made up of 1,700 faculty, 10,000 stuff, and 28,000 students Historical and insovative work in the fine and performing arts makes the University a major cultural center for eastern towa and Western illinois. Iowa boasts the largest university-owned teaching hospital in the country and serves as a territary health case canter for the state.

The faculty have brought \$1.6 billion in research funding to the University since 1966 (\$140 million in 1991) in such areas as cystic fibrosis, atmospheric pollution, space physics, biodegradable plastics, gene mapping, laser science, and ethanol as a future fuel

The preferred starting date is on or about July 1, 1992. Nominations will be accepted until the position is filled. Screening will begin immediately. Please send nominations of

Professor Aice B. Fulton, Chali Search Committee, Vice President for Research 105 Jessup Hall The University of Jowa Jowa City, IA 52242

The University of lows is an equal opportunity and affirmative action employer.



ACADEMIC VICE PRESIDENT AND DEAN OF THE FACULTY

POSITION: The Vice President and Dean is the chief academic officer of the Callege. The incumbent provides leadership in developing academic policy. The Vice President is a member of the President's staff. Due to retirement, this position is available in January, 1993.

QUALIFICATIONS: The successful candidate must have an earned doctorate and at least five years of hal-time experience in a cademic administration at the level of dean or higher. Familiarity with public and private funding

THE COLLEGE: Cazenavia College, founded in 1824, is a thousand student two and four year private college for men and women located in Cazenovia, New York, twenty miles southeast of Syracuse, New York. APPLICATIONS: Candidates should submit a letter of application (or recommended nominations) containing at least three references and curriculum vitae by March 15, 1992 to:

Hartwell P. Morse, Jr., Exec. Ass't. to Pres. Juy Hall, Sullivan Street, Cazenovia, New York 13035

EQUAL OPPORTUNITY: Women and minorities are encouraged to apply. Cazentivia College is an equal opportunity employer.

gy, statistics, und/or introductory courses is preferred. Position 2: A General/Davelupmental background with experience
reaching a variety of lifespan developmental courses is preferred. USC Coastal Carolina College, a 4-year camputs in the University of South Carolina System, is located nine miles west of Myrite Beach and has
approximately 4000 students. Each applicant should submit a letter of application,
curriculum vate, and three letters of reference to Hurm'in Resources and Affirmative
Action Office, USC Coastal Carolina College, P. O. Box 1954, Conway, South Carolina 1952s. Screening of applications will
be an on March 15, 1992, and will continue
until positions are filled, USC Coastal Carolina College is an EOL/AA employer.

or gan on reaction 19, 1972. Coastal Caroffina College is an EOE/AA employer.

Psychology: tenure-track position: Responsible for teaching scarral psychology and
courtes in candidate's specially area. Duties may include off-camous teaching.

Ph. In psychology with area of specialpricition on one of the following: conditive
arm. evaluates naw programs, supervises

tes may include off-carries tearms. Ph D. in reschology with area of specialization in one of the following: cognitive neuroscience, clinical / psychopathology, social psychology. Demonstrated teaching abinly. Rank assistant professor; salary commencipate with qualifications and eargulations. See the second application letters utilinias vaulifications, returned, three tetters tefarence, and selected reprints to: Psychology Seatch, Affirmative Action Office, Winona State University, P. O. Box 3338, Winona State University, P. O. Box 3338, Winona Minch 30, 1992. An Affirmative Action office in the IV/Equal Opportunity Employer. Women, amounties, disabled individuals are encouraged to apply.

Public Relations: Coordinator of Public Information—Bushelor's Degree in Public Relations to Journalism required: Master's Degree desired Tun 12; years' experience in communicational public relations work required. Salary commensurate with degree and qualifications. The reviewing of applications will begin February 6, 1992 and will be accepted until the position is filled Women and materies are especially excustaged to apply. To reserve an application and position description, contact; Administrative Services, Columbia State

Community College, P. O. Box 1315, Co lumbia, Tennessea 38402-1315; Phone (615 388-0120 EOE.

Public Relations/Reporting: Christian liberal arts college seeks Assistant Professor. Fall, 1992. Academic and professional professional experience, teaching effectiveness, collegisity, concern for students, and measter's deserce sequipted. Ph.D. preferred. By February 19, 1992, send résumé, transcripts, and have three leilors of reference acol directly to Dr. Ben F. Wade, Vice President and Dean of the College, Florida Southern College, III Lake Hollingsworth Drive, Lakeland, Florida 31801-3693. AA/EOE.

and forming protecting states in the radiation safety training propagate in the radiation safety training propagate, evaluates now programs, supervises and review activities of five technicians, enforces policies and procedures, review's supervises the internalizational dofimetry program and altends compulities meetings. Qualifications for this position include a BS degree in one of the sciences with at least five (3) years of progressive experience. Degree in health physics is preferred. Managerial abilities essential, Should be knowledgashie regardent in principles, practices, laws and regulations applicable to radiation safety. Should have experience in radioactive waste management, health physics instrumentation, dose evaluation, and internalizations and management. Health physics instrumentation, dose evaluation, and internalizations and internalizations and management. Should be familiar with database, spreadished and WordPerfect programs. Candidate must meet requirements for RSO re: NRC resulations. Must successfully complete the University Radiation Safety course within aix (6) months of employment. Applicants should send resume, three references to: University of New Mexico, Occupational Safety Department, 1801 Tucker Street, NE, Afuguarmie, New Maxico 5713; Ann. Raymond Counselor: Please Include

MU Marquette University

Vice President for Student Affairs

Marquette University, an independent, Catholic, Jesuit, coeducational, urban university of 11,400 students located in Milwaukee. Wisconsin, invites applications and nominations for the position of Vice President for Student Affairs.

for Student Affairs.

The Vice President is responsible for the overall management and organization of the University's developmental services provided to students in residence life, student life, counseling, health, physical recreation, and athletics. The Vice President plans and implements with his or her staff, both short- and long-term goals and objectives to support the University's mission as a Catholic, Jesuit university dedicated to pursuing fruth, discovering and transmitting knowledge, promoting a life of faith, and developing leadership expressed in service to others. The Vice President, who reports to the Executive Vice President, serves as a vital member of the University's senior management team, supporting the Rev. Albert J. DiUlio, S. J., Marquette's 21st President.

Six departments comprise the area of Student Atfairs: student life; residence life; counseling center; health services; physical recreation and intramurals; and intercollegiate athletics. The Vice President is accountable for all fiscal and budgetary matters related to the units within Student Affairs and will supervise the activities of selected committees, student organizations and other related administrative offices.

Qualified candidates will have the ability to translate the University's mission into relevant student-centered and cost-effective programs. The successful candidates for this position will have an advanced degree in a related field and possess:

a record of strong administrative and supervisory experience related to student affairs;

to student affairs;

excellent student advocacy and interpersonal skills;

experience in fostering a diverse community of undergraduate and graduate students, faculty, staff, neighborhood groups, and other civic organizations;

a commitment to enhancing the goals, purposes, and heritage of a Catholic, Jesuit institution of higher education.

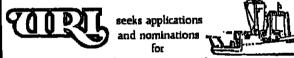
The expected starting date will be July 1, 1992 or as soon as possible thereafter. Applications will be reviewed beginning February 17th and continue until the position is filled. It is expected that the selection will be made on or before May 1, 1992.

Nominations and applications should be directed to:

Martha Z. Stachitas
Vice President, Executive Search
Barnes & Roche, Inc.
919 Conestoga Road
Bullding Three, Suite 110
Rosemont, PA 19010 FAX: (215) 527-0381

Marquette University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

The University of Rhode Island



the joint position of

DEAN of the Graduate School

of Oceanography and

VICE PROVOST for Marine Programs

The Dean/Vice Provost directs the activities and administers the budget of a leading oceanographic/marine research and educational institution. A distinguished scientist whose research has attracted international respect and a progressive, energetic, and skilled manager is required. Significant experience with ocean research facilities and demonstrated administrative skills in an academic or research setting are preferred. The position requires ability to provide imaginative leadership to promote the state, pational and international role of the institution in oceanography and marine programs.

The preferred starting date is July 1, 1992. Candidates should supply a curriculum vitae, a letter of interest detailing qualifications and experience, and names, addresses and telephone numbers of at least four references. The committee will begin reviewing applications on January 30, 1992 and continue until the search is completed. Applications from minority and women candidates are especially encouraged. Salary commensurate with credentials. Applications and nominations should be addressed to: Dr. Richard J. Gelles, Chair, Search Committee, University of Phode Julyand, P.O. Box G. Eingeston, Bi 02881-0686. sity of Rhode Island, P.O. Box G. Kingston, BI 02881-0596.

salary requirement range. Telephone (505)
277-2753

aity, Lubbock, Texas 79409-2125. Texas
Tech University is an Affirmative Action,
Equal Opportunity Employer.

Range Management: The Department of Range and Wildlife Management at Texas Tech University Invites qualified candidates to apoly for a 9-month tenure-track position at the level of Assistant Professor in Range Management starting August. 1992. Summer salary will be dependent on the availability of teaching and research monies. A Pth. D. in Range Management or closely related field is required. Applicants should have a strong commitment to teaching and research. Responsibilities will include teaching Range Plants. Ecolony and Conservation of Natural Resources. Seminar at the undergraduate level, and one graduate course. This individual will couch the Range Plant Team. Research is featble, but should be related to improving rangeland resources audior widthle habitat. Applicants should send curriculum vitae, transeripts, descriptions of research interests, and three letters of recognmentation by March 1, 1992 (or until position is filled) to: Dr. Fred C. Bryant, Chaligman, Search Committee, Department of Range and Wildlife Management, Texas Tech Univer-

Religious Studies: The Yale Divinity School expects to rake a tenured faculty appointment at the rank of Professor or Associate Professor in the field of Old Testament in the Spring of 1992. The appointment will become effective July 1, 1993. The candidate is to be an internationally recogn#%; scholar who is able to teach professional students in the Divinity School end doctoral students in the Divinity School end doctoral students in the Divinity School end doctoral students in the Department of Religious Studies. The successful candidate is expected to teach Hebraw at an advanced level and to be knowledgeable in critical historical, likerary, and theological approaches to the Old Testament. Preference will be a ven to candidates whose interests and



THE UNIVERSITY OF TEXAS

AT BROWNSVILLE

Vice President for

Academic Affairs

The University of Texas at Brownsville seeks an energetic, progressive art-ministator who can provide leadership and vision to the university and its community college pather, Texas Southnost College. The Vice President for Academic Affairs is the chief academic officer of the University and is respon-able to the President for all operations relative to educational pulicy, aca-demic planning, instructional programs and faculty personnel actions. The University seeks an experienced leader and colleague for the faculty, and intelligent and articulate member of the senior management featin, and a kirceli advocate of innovation in classroom teaching, curricula design, and low pogram development.

new program development.

The Vice President tor Academit: Affairs directs and supervises all instructional programs at the University including the College of Liberal Aris, the College and Mathematics, the School of Business and Industry, the School of Health Sciences, the School of Education, and the Division of School of Health Sciences, the School of Education, and the Division of

Shool of Health Sciences, the School of Education, and the Division of Continuing Education. The University serves 7, 200 undergraduate and 3.00 gaduate students with 202 full-time faculty. Associate degrees are infered in systemic transfer and occupational and technical programs through Texas southness College. Bachelor's degrees are offered with majors in Biology, Ingles, Mathematics, Political Science, Sociology, Spanish, History, Crimical bulke, Business Administration and Education. Abuster's degrees are offeed in Interdisciplinary Studies, Business and Library and Education.

The University of Texas at Brownsville is one of fifteen component institu-tions operated by the University of Texas System. It is located on the southern open fiestate of Texas, 20 miles from the Gulf of Mexico and one block from

upothe state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas Mexico border. Its most unique characteristic is a recently formed patieship with Texas Southmost College, a comprehensive community ollege located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, combined faculty and a shared feaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs.

Qualifications: include an earned disctorate, successful college teaching operate, the ability to communicate effectively, a municum of live years administrative experience and a proven record of learnership in promoting

Silary: Competitive and commensurate with qualifications and experience

Application Deadline: Completed applications containing a letter of applica-tion issum@vita, and three letters of ter ammunication should be received by knowy 31. Candidates invited to interview may be required to submit addi-tional information by the Search Committee. Applications should be sent to.

Office of the President ATTN: Vice Presidential Search Committee The University of Texas at Brownsydle

Brownsville, Texas 78520

he University of Texas at Banwascotle, any orthogology with most College, is an Amanative Action, Equal Copyritions Employee

ASSOCIATE CHANCELLOR

Chief Business & Operations Officer

San Mateo County **Community College District**

he Board of Trustees and Chancellor of the San Mateo County Community

College District Invite normations and applications for the position of Assistate Chancellor for business and administrative services, including fixed

gryics, human resources, plant and facilities operations, and auxiliary serv-ks. This is an excellent career opportunity for a dynamic manager.

The Dianct is located in the San Francisco Bay Area, which is noted for its tichediaral diversity and civic and business vitality. The District's Teolleges and approximately 32,000 students, served by more than 1,000 full-time equivalent faculty and staff. Currently, the District operates on a general fund bugget of \$71 million.

The 3-step salary schedule for Associate Chancellor is \$86,955 to \$96,107. The District also offers a generous benefit package.

Application deadline is February 21, 1992. Please request the job immounte-nest and application information from the search consultant.

Paula Carabelli Semor Vice President

IRA W. KRINSKY & ASSOCIATES

600 Westgate Street Phisadenii, CA 91103 Phone: (818) 568-3311, FAX: (818) 568-1656

The District is an Equal Opportunity, Affirmative Action Employer.

Starting Date: Preferably, early spring

TENNESSEE BOARD OF REGENTS ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS

(Academic Assessment and Planning)

The Tennessee Board of Regents invites nominations and applications for the position of Assistant Vice Chancellor for Academic Affairs. The Board is the governing body for The State University and Community College System of Tennessee, a system of twenty collegiate institutions (six universities, twelve community colleges, and two technical institutes) that enrolls some 160,000 students

The Assistant Vice Chancellor reports to the Vice Chancellor The Assistant Vice Chancellor reports to the Vice Chancellor for Academic Affairs and has primary responsibility for the cyclical review of all academic programs, coordinating System assessment and Performance Funding activities with the campuses, and providing continued and innovative lendership for the System's well established strategic planning program. In carrying out these responsibilities, the Assistant Vice Chancellor provides data analyses, writes studies, and prepares periodic reports for the Board. He or she carries out other special projects as may be assigned by the Vice Chancellor as well as routine staff activities.

Minimum qualifications for the position include an exrued doctorate, five years of full-time teaching at the college level, evidence of highly developed analytical and writing skills, computer skills, evidence of experience working with and analyzing large data bases, and strong interporsonal skills. Other desired characteristics that would increase an applicant's attractiveness are knowledge of and evident familiarity with both the protocols of faculty governance and the characteristics of effective central strainstration.

Anninstration.

Nominations and applications should consist of a letter, resume, and at least three references with telephone numbers included. Initial screening of applicants will begin on Murch 15, 1992. The position will remain open until an applicant is selected. Particular emphasis will be placed on identifying qualified minorities and women in the candidate pool. Correspondence should be directed to:

Ms. Debbie Johnson Assistant Vice Chancellor for Human Resource Development Tennessee Board of Rogents 1415 Murfreesbore Road, Suite 350

The Tunnessee Board of Regents is an Equal Opportunity, Aftirmative Action Employer.



Vice President for **Academic Affairs** DOANE COLLEGE

Doane College seeks nominations and applications for the position of Vice President for Academic Affairs/Academic Dean, the chief scademic officer of the college, reporting to the President. The Vice President is responsible for the academic programs, securing and developing faculty and support atail, creating academic budgets, initiating apecial academic programs and providing leadership for a distinctive college.

Donne College, Nebraska'a oldest independent college, enjoys a national position content and the content of Donne and be able to move a Long Range

Candidates should understand why other colleges are "emerging" as distinctive institutions. Candidates should understand great teaching and effective learning through liberal arts and pre-professional programs, traditional and non-traditional education, and independent, church-related education. A terminal degree and full-time undergraduate teaching experience are required. The college hopes to fill the position by July 1, 1992. The salary is compellified

Doane College is located in Crete, Nebraska, part of the Lincoln metro area, and serves 720 residential and 600 non-traditional students. Doane cajoys a \$25 million endowment and a long history of balanced budgets. In 1987, U.S. New and World Report Identified the college as noteworthy among small, liberal arts amiliages in the Midwest and West.

Fred D. Brown President Donne College 1014 Boswell Avenu

Applications must include (i) letter from the candidate (two pages), (2) vits, (3) concise work sample (relevant work accomplished by the candidate, e.g. ectus, proposal, analysis, plan or speech

AA/EOB

Research Health Services Researcher. The Department of Veterans Affairs Medical Conter in Denver, Colorando has no opening for a Health Services Researcher to conduct risk-adjusted cardiac surjecty outcomes for assessment. The researcher videous instead of the colorando services researcher to conduct risk-adjusted cardiac surjecty outcomes for assessment. The researcher videous research research research research research research research received to development and diseases of the Central Norvous System (CNS: Blochemical Norvous System (CNS: Blochemical

EXECUTIVE DIRECTOR (Development)

Louisiana State University Baton Rouge, LA 70803

Louisiana State University and Agricultural and Mechanical College invites applications and nominations for the position of Executive Di-rector of Development for the LSU Foundation.

The primary responsibilities of the position are the overall leadership and management of the fund-taising efforts of the LSU Foundation, which includes developing major gifts, and corporate relations. LSU has an alumni base of 14,000 and excellent ties with individual and corporate entities within and outside of the State of Lonistana. The candidate should possess appropriate degrees and a demonstrated success record of fund raising, preferably in a university environment.

LSU's main campus is located in Baton Rouge, the capital city of Louisiana, and is about 80 miles form New Orlenus, a najor tourist attaction of historical and cultural significance. The flagship university of the state, LSU has a Research I classification. Its student enrollment was 25,307 in 1990-91, and its budget for 1991-92 is \$225,000,000.

The Search Committee will review applicant's materials on March 1 and applications will be considered until position is filled. To ensure consideration, all applications should be received by March 1. Applicants should provide a current résumé and the names, addresses, and telephone numbers of three references. Applicants should send a letter of interest and a current résumé to:

Mr. Henry Goodrich, Chairman Foundation Executive Director Search Committee Office of the Chancellor Louisiana State University 155 Thomas Boyd Hall Baton Rouge, LA 70803

LSU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Vice President for Administrative Services

UNIVERSITY OF UTAH

Nominations and applications are invited for the position of Vice President for Administrative Services. The University of Utah is a major, national research university with a Henth Sciences Center and has 15 colleges with more than 26,000 students. The University is located at Sait Lake City on a 1.425-acre campus and has an annual expenditure budget of \$700 million. 1.423-acre campus and has an unnual expenditure budget of \$700 milhon. RESPONSIBILITIES: The Vice President for Administrative Services reports to the President and serves as the University's Chief Financial Officer. The Vice President has primary responsibility for the management and operational oversight of financial and accounting services, internal audit, administrative data processing and information systems, auxiliary enterprises, public safety, personnel services, physical plant operations, facilities planning and construction, and the University Research Park, which In the aggregate have annual operating budgets exceeding 568 million. The Vice President interacts frequently with legislative committees and the University's governing boards, and serves on the governing boards of several University foundations and institutes.

QUALIFICATIONS: Preferred qualifications and institutes.

QUALIFICATIONS: Preferred qualifications include an advanced degree in business, education administration, or related flelds as well as pertinent professional certifications, and have relevant senior level experience in university administration and financial management in a large research university setting. The successful candidate will have experience in coardinating diverse activities within a complex management structure and demonstrated competence in leadership, communication, planning, and constructive interaction with various constituencies. Salary will be commensurate with experience and qualifications.

APPLICATIONS: The position has a percent of the desired latest of the leadership.

Nominations and applications has a targeted start date of July 1, 1992. Nominations and applications (addressing stated qualifications), along with a complete resume and names, addresses, and telephone numbers of at least four references, should be sent to: Gary H. Hughes, Chair, Vice President for Administrative Services Search Committee, 2743 University Hospital, University of Utah, Salt Lake City, Utah 84132. Screening by the committee will begin no later than February 17, 1992 and will continue until the position is filled.

An Affirmative Action, Equal Opportunity Employer

Research/Biostalistics: Research Assistant Professor. 40 hours per week. 9:00 s.m., 518-238/year. Choical biostalistics planning and analysis of research protocols. Evaluation of research data using kinetic modelling for pharmacokinetics including Baysan and stochastic modelling. Teacting of stalistics to graduate students. Tools: SAS: SPSSX: Minitub: FORTRAN: Cleary, P. O. Box 551, MCV Station, Richmond, Virginia 23298.

KINIX. Ph.D. in Statistic as well as six months' experience as a Research Assistant Professor or Biostatistical required previous experience must include: planning/analysis of medical data and clinical trials; FORTRAN; Planning/analysis of medical data and clinical trials; FORTRAN; PSSX. Oraquia columna col medical data and clinical trials; FOR-TRAN; SPSSX. Oraduzate clusarion must include coursework or projects using sto-chastic, Baysian, and pharmacokinetic modellina. Additional one academic year teaching statistics to graduate students. Send returned and copy of this ad to: De-carinetat of Economic and Employment Development, 1100 North Eutaw Street, Room 2/12, Baltimore, Maryland 21:501. Job order Number 90/9163. Job location: Baltimore, Maryland.

Research / Electrical Engineering: Research Associate—Bloelectromagnetics. Conduct research on biological effects of electromagnetic of the property of the pr

ployment Security, 401 South State Street3 South, Chicago, Illinois 60605. Altention:
Ms. Parker, Reference #V-II-42|3-P. No
calls. An employer paid advortisement.
Research/Blostalistics: Research Assistant
Professor. 40 hours per week. 9:00 a.m.
3:00 p. m., 538,288/year. Chaical biostatistics planning and analysis of research protocols. Evaluation of research data usias
kinetic modelling for pharmacokinetics including Baysian and stochastic modelling.
Cleary P. O. Box 551, MCV Station, Richmond, Virginia 23798.

Research/health Science: Health Science Research Assistant 1, 40 hours/week, 200 g.m., 516,800/year. The primary responsibility of this position is to assist and perform scientific experiments conducted in an immunelogy laboratory. Specific texponabilities include the closing of apecific genes from recombinant DNA sources, DNA sequencing, preparation and analysis of recombinant DNA molecules, preparation of DNA and RNA from variety of accuracy. Preparation and processing of assistes gelts for analysis of DNA and RNA, radiolabelling of DNA molecules for use as

probes, care and maintenance of cell cultures, preparation and analysis of human
and animal cells by flow cytometry. Additional responsibilities include the preparation of laboratory solutions and basteristoulcal media, as well as maintenance of labequipment. A Master's degree in thology,
botany, or a related disciption is required.
Special requirements include a maintenance of
Special requirements include a maintenance
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Research Medical Physics Medical Partics—Research Associate, Conduct research Concerned with combining information from multiple modulity medical large data sets of human organs with read of data sets of human organs with read of formable shapes, such as head, though a shoust of human organs with read of the computed Timonard Position Emission for natice imaging the shapes of human processing the shapes of human can have the same can lained at the volumes of human can lained an the volumes of these sizes stoned medical image data may be such sented by scale invariance properties. Its Research / immunology: Research Asso-ciate: To conduct mojecular and cellular analysis to test the efficacy of oral, viral and betterial vaccines for priming and stim-ulating a mucosal immine response in gno-toblotic mice. Study development of Peyer's Patch germinal centers many im-

ASSOCIATE PROVOST ENROLLMENT MANAGEMENT

The University of Dayton invites applications and nonmations to be position of Associate Provest for Eurodiment Management. Persons setting this position should be prepared to contribute to the mession of the institution. this positivit strengther prepared to a strength of the constitution as a key member of the University's planning and management from The University: The University of Daylon, a Cadodic Goduction in a Cadodic Goduction in Strength of the Management of 1850, office and the Management of 1850, office and the Cadodic Constitution of the Cadodic Cadod institution founded by the Society of Mary time Matronists) in 1850, offices worder variety of undergraduate programs as well as manipous masters and second dischard programs to nearly 11,4000 students. Over table influent undergraduates are enrolled in the College of Arts and Sciences, the School of Business Administration, the School of Take atom, and the School of of Business Administration, the School of Citic ation, and the School of Ingineering. The Omeersty of Dayton is the largest independent universal in the State of China, and the eightfoliagest Calbello timesessiy in the mass. For ated on the edge of the city, the 102-acres ampuscoites anch living at learning environment to an essentially residential student living. The Dayton. metropolitais area has a population of ever 900,000, and offer many uliga-The Position: The Associate Provest for Lurollment Management root

directly to the Procest and is responsible for the overall management or fearlership of all aspects of undergraduate student reconnect, admiss scholarships, and financial aid. The corollment management tour us lab-tour experienced directors, and forty dedicated professionals. As a nember the President's Educational Leadership Council and the Provist's Councilie Associate Provist participates in major University decision-making the Associate Provist is responsible for all budgets under his or her superson and conducate retention studies and planning.

Qualifications: Candidates must have substantial expenses in the

development and implementation of overlatment and enrollment statege strong has kground in staff management, and the skills to plan and spen large buckets, especially in the area of financial aid. Candidates should be University, and be able to proper Lits strength and character to a done chentele. Condidates must have a bachelor's degree, with preference good to graduate degree bolders.

Applications and Nominations: The committee will been review of applications and nonmeations on Cobracty 26, 1992, and will common deliberations until the position is tilled. The goal is to have the successful candidate begin service by June 1, 1992, it possible. To be considered for her considered for the committee of the committee will be committee will be committeed for the committee will be committeed to the committeed to the committee will be committeed to the committeed to the committee will be committeed to appointment, candidates should submit a feiter of application a resumé, ad a list of four references to:

Patrick I. Palenno, Ph D. notice for Associate Provosi for Enrollment Management Box 1634, Diniversity of Dayton, Dayton, OH 45469 httl



The University of Dayton

The Concessive of Parkers of an Equal Chyperburan Attantage Action Implies



UNIVERSITY OF SOUTHERN MISSISSIPPI

Vice President for Business and Finance

The University of Southern Mississippi, with budgets in excess of 5100 million. Invites nominations and applications to the position of Ver President for Business and Finance. As third financial officer, the Ver President for Business and Finance reports directly to the President of the Injuriety and a second finance reports directly to the President of the University and is responsible for the supervision of all financial and budgeling areas as well as personnel services, physical plant, puchasing, and several auxiliary services.

ring, and several auxiliary services.

Preferred qualifications include a doctorate in a discipline related to the position and professional certification (e.g., CMA, CPA, etc.), exceptional skills in financial planning and management as well as substantive experience in these broad areas of financial affairs for an institution of higher learning. Minimum qualifications include demonstrated competence in communication, fiscal management, planning, fund accounting, financial reporting, and general management skills, as well as experience with state and federal financial reporting systems. The successful condidate must also be capable of interacting constructively with all constituencies within and outside the University.

The University and community provide an attractive place to work and live. The University of Southern Mississippl is a comprehensive public institution of higher learning with an enrollment of over 13,000 students. The institution offers baccalouteate, master's, specialist's, and dotted degrees. Located in Hattiesburg, Mississippl, the University is in community which provides the faculty, staff, and students the benefits of well-developed regional retail and medical center. Hattiesburg has a population of approximately 50,000 citizens and in a national study was recently named the sixth best "micropolition area" of the United States. Nominations or letters of application (including résumé) should be set Nominations or letters of application (including résumé) should be sell to Dr. Clyde Ginn, Chair of the Search Committee, Southern Station, Bot 5177. The University of Southern Mississippi, Hattiesburg, MS 3406. Applications postmarked after February 15th, 1992, will not be accepted. It is anticipated that the selection process will be completed in the sping of 1992.

The University of Southern Mississippi is an Affirmative Action, Equ. Opportunity Employer

rolp mathematical models for correlation of three dimensional image data sets of rise of dromable human upsans using classics of the models of mathematical physics. But the computer methods of mathematical physics much my sociated with the mathematical society computer associated with the mathematical society of mathematical my sociated with the mathematical models to match three dimensional image data sets of different modalities. Estimate successful models derived using statistical methods of models derived using statistical methods and models derived as the derived physics in mathematical physics problems. Must be seen a storage background in using address of the seen of computers, including analysis using statistical methods have as teast flow years of experience of Mass have as teast flow years of experience of the use of computers, including statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, including and the statistics of the use of computers, and the statistics of the use of computers, and the sta

un tre mony of diese interest and diffraction does of hoobsecol molecules of steater than 201 atoms. Must have at least five years execute, a misewarch on diffraction Physics and the Matternams and Theory of Direct Methods of Crystal Structure Determination as exclered by publications in selected position. M.S. Ph. D. in Physics with emphasis in X-ray Diffraction five days, 37 5 hours week, \$1, 20 sheet apply with resume and three letters of economic mendation for 12r Jane F. Griffin, Molecular Braphysics. Beginning, Medical Foundation of Bioffalo, 71 high Sirect, Buffalo, New York 14203-1199.

New York 14/01-1196.

Research/Physics: Revear, h Scientist Will cerform advanced ocentals, research on author structure determination and surface magnetic properties h, simulating multiple exattering in the toble surface removed and comparing constitutional results with experimental data of to a energy site from differentiation are energy site from differentiation, as energy pushton differentiation, and photoemission spectroscopy. Will perform first principles will consistent band situations calculation to constitutingly greates the puternal of metals, although and semiconductor compounds for carrying unit further research. Will design and implement computer software related to spin-polarized, fully relativistic multiple scattering method for photoemission spec-

African Studies Association and Emory University

The African Studies Association

and Emory University seek an Afri-cantal for a joint position as Asso-ciate Director of the ASA and As-sistant Professor in Emory College. Responsibilities: Serve half-time as Associate Director of the African Studies Association. Plan and manage conferences, direct the Association's international visitors program, and supervise member and public services. Teach half-time at the rank of Assistant Professor, of forting courses un African Studies. the rank of Assistant Professor, of-fering courses in African studies. The discipline and regional special-ization are open. However, some preference will be given to candi-dates from the following disciplines: literature, religion, performing arts and sociology. The position is not tenure track. An initial three-year contract will be renewable for a minimum of an additional two

Qualifications: Ph.D., administra-tive ubility and experience required. Teaching experience and publica-tions desirable.

Applicants should send a letter of interest, curriculum vine and three letters of recommendation to: Edna G. Bay, Chair, Search Committee, African Studies Association, Credit Union Bldg., Emory University Atlanta, GA 30322. For full consist cataina, Mr. MAGE, For full consideration, applications should be received by March 15, 1992. Emory University und the African Studies Association are equal opportunity, affirmative action employers.

Assistant Vice Chancellor Financial Services

The University of California, San Diego, invites applications or nominations for the position of Assistant Vice Chancellor for Financial Services. As the Chief Financial Officer of the campus, you will be responsible for general accounting, loan administration, payroll, disbursements, extramural fund management and cashier operations. You will also oversee a full-time staff of 153 and an annual budget of \$6.5 million. This position is one of eight senior positions reporting directly to the Vice Chancellor for Business Affairs.

The successful candidate will possess a demon-strated record of leadership, organizational effectiveness and progressively responsible financial management experience, preferably in higher education or other public institutions. Special emphasis will be placed on professional experience which reflects an understanding of the higher education academic environment, sponsored programs and revenue-based operations. A Master's degree in Business Administration, Finance or related discipline is preferred. Strong written and verbal communication skills along with commitments to affirmative action, creative problem-solving and imaginative approaches to achieving University goals are essential. Salary is negotiable and commensurate with experience.

UCSD ranks as one of the top ten research universities in the United States. With enrollment exceeding 17,000, UCSD has over 1,200 acres of land, 300 buildings and an annual operating budget exceeding \$800 million. The compus is home to a large health sciences program, including a 450-bed medical center and medical school, the Scripps Institution of Oceanography and 5 residential colleges.

For consideration, please send resume and/or letters of nomination by 3/10/92, to: Thomas R. Leet, Manager of Campus Personnel Services, UCSD, 9500 Gilman Dr., Mail Code 0922, La Jalla, CA 92093-0922. AA/EOE.

UCSD



VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT LeTourneau University

POSITION DESCRIPTION: Senior University Advancement Officer reporting directly to the President Cheristes all development/advancement functions of the University. In-tables 1 april hand drives, major direct development, annual fund, planned giving and supposite and foundation relations. Coordinates Alumni Relations and overall University

Relations programs.

QUALITICATIONS: Minimum but helio's degree, advanced degree preferred. Successful leadership in higher relia affort or comparable development/arbancement programs with several years of progressively responsible experience. Good communication skills and possible personality traffs. Conditational advantage personality traffs. Conditational advantage personality traffs. Conditation and a material personal Constant faith.

for Constrain higher ratio and a malaring personal Christian faith.

AVAILABILITY AND COMPENSATION: Recited starting date is July 1. Salary and benefits are competitive, dependent upon experience and qualifications. Processing of applications will be pushion is filled. Early application is indeed to architectural with the reductional mission of the University are considered for employment without regard to race, ago, see, handle apping condition, or national origin.

Chair, Vice Presidential Search Committee, Office of the President Lefourneau University
P. O. Box 7001, Longwiew, TX 7560-7-7001

P. O. Bus 7001, Longview, TX 75697-7001

ABOUT THE UNIVERSITY: Crowing, dynamic, fully accredited, conducational, mondetermal, resuggional Christian university oftening programs in the liberal arts and scene or, locations, end with particular engineers in engineering, engancering to humbagy, and avainant technology, Located in Lungdiew, a progressive city of 73,000 model in the pine-factited hills and lakes of fast fessible engine, including the Dalla Alle main campus and several edication sites in the region, including the Dalla Alle main campus and several edication sites in the region. Including the Dalla Alle main campus and several edication sites in the region. Including the Dalla Alle University has a factorial and the programment of the University has a quality student body and is committed to the integration of lauk and excellence in echication.

Research/Soil Science: Research Associate. Develop screening protocols to obtain hungal and bacteria isolates from soils that have capability to degrade polynuclear aromatic hidrocarbons (PAH's), determine methods to apply these and other isolates to soil system to accelerate and extent of PAH degradiano, determine optimal environmental conditions for maximizing sections, and develop protocols to determine interactions between added substrates and organisms with indigenous microflora, and contamination PAH. Determine the arration requirements and other physical conditions accessary to optimize PAH's degradation in cuntaminated with Ph.D. In Soil Science Institution and the physical conditions of the physical condi

Research / Statistics: Assistant Research Statistician. The University of California Statistician. The University of California Statistician for an opening as an invites applications for an opening as an Assistant Research Statistician to conduct Assistant Research Statistician to conduct research devoted to medical studies. Applications of the Capt must have a Ph.D. in Mathematics or Capt must have a P

itoscopy. Requires Ph D. desiree in physics. Education to include completion of a Ph.D. thesis in carrying out full potential first sprainles band structure calculation for metals and alloys. Research experiences must include self consistent first prioriples full priority in the self-self self-self register analysis, ciuster analysis, repeated measures, survival analysis, and nonlinear registation and photoemission multiple scattering and photoemission multiple scattering and photoemission multiple scattering and photoemission multiple scattering intensity provided in medical studies preferred. Selary range is based on University of California as alary scales. Applications, including curriculum vitae and the names of at least three references should be received by March 1, 1992. Immigration glatus of ympactic priority for Mathematics and Statisalics, 0112-tory for Mathematics and Statisalics, 0112

who can make controused when can make control and chinal diversity.

Residence Life: University of North Carolina at Greensboro-Doctoral Fellowships in the Office of Residence Life. The fellowship is designed to provide significant leadership and management experience to qualified doctoral students enrolled in degree programs in the School of Education. Fellows will work with Associate Director staff on an annual rotation in the areas of student development, personnel, and operations and finance. Pellows must be accepted into a terminal degree program at UNCO and should have previous work experience in student affars, preferably in attudent housins. Appointments are 12 months, beginning July 1 and are based on a 20-bour work week. Compensation includes an \$11.000 starting salary and an out-of-state (dillon differential (approximately \$5000 annually). Candidates should submit a letter of application, current resume, three letters of recommendation, previous graduate transcripts and a copy of Residence Life, 1000 Spring Garden Street, Greensboro, Olice of Residence Life, 1000 Spring Garden Street, Greensboro, North Carolina 27412-5001.

Executive Director of Development

Winthrop College, founded in 1886, is a selective, comprehensive, residential institution recognized as one of the austracting public colleges in the region. Emphasis is placed on excellence to undergraduate instruction. The 418-acre compus is located in Rock Hill, South Carolina, a thriving community 20 miles south of Charlotte, North Carolina. More than 5,160 students are enrolled in Winthrop College in 50 undergraduate and graduate degree programs.

The College Invites applications for an excention of a contraction of the college in the college in the college in the contraction of the college in the college in

in 10 undergraduate and graduate degree programs.

The College invites applications for an energetic and experienced professional for the Executive Director of Development position who will report to the Vice Prevident for External Relations. The Executive Director will provide managerial direction and coordination for a comprehensive development program which includes but is not limited to Advancement Research, Annual Fund, Corporate Relations, Foundation Relations, Major Gifts, Planned Giving, Development Events, Capital/Major Gifts Campaign. The Executive Director of Development works with a highly skilled and enorgetic staff in the identification, cultivation, and solicitation of donors.

Caudidates must have a thorough understanding of and appreciation

tion, cultivation, and solicitation of donors.

Candidates must have a thorough understanding of and appreciation for quality public higher education. A bach-lor's degree and extensive fund-raising experience are required in an intermediate managerial position with responsibility for budget planning and control, supervision of other managerial positions, program planning and forecasting. A graduate degree and/or attendance at management institutes and/or seminars of graduate level content is preferred. Knowledge of development and trends in the fund-raising field is necessary. Past performance history should indicate a preparedness for assuming a senior management position and directing a campaign. Excellent written and verbal skills a must.

Applications will be accounted until position is filled; review of another.

verpoi skind a must.

Applications will be accepted until position is filled; review of applications will begin on February 12, 1902. Candidates should send a letter of interest, résumé with salary history, and names, addresses and phone numbers of three professional references. Salary is competitive. Applications may be sent to Mr. E. T. Class, Personnel Department, Vinthrop College, Rock Hill, South Carolina 20733.

Winthrop College is an equal opportunity, affirmative action employer.

Equal Opportunity Employer.

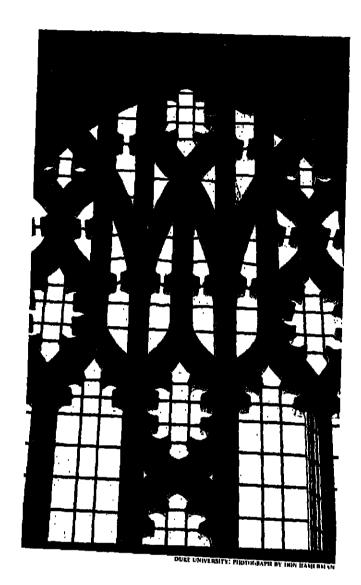
Russian: University of Delaware—Assistant Professor of Russian—The University of Delaware is vecking an Assistant Professor of Russian. Juli-time, tenure-track, beginning September 1, 1992. Required are Ph.D. in hand, native or near-native functory is both Russian and English, swoos commitment to research, and teaching experience. Specialization: Russian inaguage, culture and civilization. Incumbent will teach culture and civilization courses in Russian and English. Russian language courses at all levels, some literature in Russian and English. Desirable are publications, knowledge of other Sjavic/Baltic tanguages, experience in directions study abroad programs, ability to apply technolosy to foreign inaguage lesstruction. Send application (letter, curriculum vitae, three recommendations, graduate transcripts, telephone number by March 27, 1992 to: Theodore Braun, Department of Foreign Languages and Literatures. University of Delaware, Newark, Delaware 19716. The University of Delaware, Newark, Delaware 19716. The University of Delaware, which encourages applications from qualified minority group members and women.

Sociology: Franklin and Marshall College Invites applications for a two-year visiting appointment. Freferred areas of teaching expertise include, but are not limited to, Family. Life Course, Religion, Culture, Urban, and Research Mothods. A strong commitment to teaching exclence at the undergraduate level is essential Send letter of application, vita, evidence of teaching ability, and the names of three references by March 1, 1992 to: Howard L. Raye. Chair, Pepartment of Sociology, Franklin, and Marshall College, Lancauter, Fennsy vanis 17604-3003. Franklin and Marshall has demonstrated a commitment to promoting pluralism through the hiring of women and minorities and encourages all interested individuals to apply. AA.





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BULLETIN BOARD: Positions available

PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS

University of Wisconsin-Whitewater

Nominations and application are invited for the position of Proyest and Vice Charcellor for Academic Affairs of the University of Wisconsup-Whitewater. the University of Wisconsin-Whitewater is one of 1.3 four-year institutions in the University of Wisconsin-Writtewater is one of 1.3 teat-year institutions in the University of Wisconsin System. The University which was founded in 1808, is located in the city of Whitewater (population 1.2,646). Whitewater is small in the beautiful Kettle Moraline region of Southeastern Wisconsin, and is within easy draving distance of Madison, Milwaubiec, and Chicago. It has a student entellment of 10,459,417 FTE faculty, 238 academic statt, 356 classified staff, and an annual budget in excess in \$71 million.

classified stail, and an annual bunger in excess in 3.7 Immunity ofters a variety of graduate programs at the master's level and a ray of undergraduate programs in its near colleges: Arts, Education, testers and Science, Business and Economics. UW-Whitewater has as its select mission to provide supportive services and programs for students with the business; serve as a regional cultural and resource center, and provide continuing education and outreach programs.

continuing education and outleach programs.

The Provost and Vice Chancellor for Academic Attairs is the chief academic officer of the university and is responsible for planning, development, coordination, review, and administration of all academic programs. The Provost is responsible for unclassified personnel matters and is the ranking university office who acts in the absence of the Chancellor. Repairing to the Provost age to Associate Vice Chancellor, the Assistant Vice Chancellors for Aftirmative Action, Academic Support Services and the Registrar, Deats of the lower colleges, the Graduate School, Continuing Education, Extension and Summer Session, and Library and Learning Resources.

mer session, and corray and coarring recourse is the qualifications sought in the Provost include an outried doctorate and codenials as a Teacher/Scholar qualifying the candidate for a princissor rank in an academic department; significant actioinstrative experience beyond the department level; communent to excellence or bosching, research, server, alfimative action, Design for Docersity, shared provincience, and good personnel administration; interpressonal skills to work effectively with all consideration of the university to achieve the goals of the university.

consideracies of the university to achieve the goals of the university. The Provest will administer the academic programs of the university in association with the Desais, mention existing programs and development as ademic programs in cooperation with the appropriate controller and planning bodies; oversee the approdutment and career development of tacolity and statemic staff; plan and allocate resources and chair long-term planning class; custom a vigorous and effective automatics action program; and along with the Charcellor, represent UV-Whitewater within the UV-System and before agencies and constituent its outside the UV-System. Salay is competitive and dependent upon cordentials, and experience. Appli-cations and nominations required by January 24, 1992 to

Rule Schauer, Chair, Search Committee Library Administration Room 2250 OW-Whitewater Whitewater, WJ 5 (190)

A complete application packet consists of a letter of application, content found, three letters of secommendation and all transcripts. An alphabetical list of all reconneces and applicants, without differentiation, may be released following the closing date:

UWWINTEWATER IS AN LODAL OPPORTURALLY, ALLIKABATIVE ACTION BAROYER. WOMEN, MEMBERS OF AMNORITY LICEUPS, PERSONS WITH DISABILITIES AND VIETNAMETRA VEHEANS ARE PRECIDENCED TO APPLY.



PALM BEACH ATIANTIC COLLEGE

Vice President for Academic Affairs

Applications and nominations are invited for the position of Vice President for Assamic Affairs of Paim Beach Affanuc College Candidates should be experienced scademic leaders who will serve as strong advocates for the academic program both within the college community and various external constituencies individuals must possess a dictorate in an appropriate academic discipline, be proved scholars with significant escademic predentials. have substantial experience in college or university administration, have a record of dynamic leadership, have a strong personal Christian faith commitment. Preference will be given to condidates who demonstrate an appreciation for a privately supported college in list Beptist tradition; successful teaching, research and publication; and mitistive in developing and promoting new educational programs. The Vice President for Academic Affairs are the academic division champersons, register, librarian, and other academic administrative officers.

The position is available June 1, 1992. The application deadline is fiarch 1, 1992.

The position is available June 1, 1992. The application deadline is March 1, 1992 Paim Beach Atlantic College is a comprehensive liberal arts college of 1,500 sheems located on the infracosatel waterway in downlown West Palm Beach.

Please submit résumé or letter of nomination to

Carey C. Newman Chair, Screening Committee P O. Box 24708 West Palm Beach, FL 33416-4708 ntic College

Palm Beach Atlantic College is an Affirmative Action, Equal Opportunity Employer. WHEN AND THE PROPERTY OF THE P

Sociology / Criminal justice: Instructor Scott Community College which is a part of castern lows Community College which is a part of castern lows Community College thirties and a feet a fee

COORDINATOR.

Ethnic Studies Program

Davidson College seeks to make a senior-level ap-pointment in the Human-itles or Social Sciences in the area of Ethnic and African-American Studies. This individual would be responsible for developing and coordinating a pro-gram in Ethnic Studies, with a focus on African-American Studies, to in-clude lectures, student activities, and curriculum development. Qualified applicants should have at least six years' teaching experience at a liberal arts ollege or university and be tenurable in a depart-ment of the College, Excel-lence in teaching required; professional attainments expected. Four-course annual teaching load may in-clude work at neighboring historically African-Amerlean colleges. We will review applications on March 1, 1992, but will accept applications until the position is filled. Please send application materials by March 1, 1992 to Dr. Robert C. Williams, Dean of the Faculty and Vice President for Academic Affairs, Davidson College, P. D. Hox 1719, Davidson NC 28036, Women and mi norities encouraged to

PENNSTATE

Fayette Campus

CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for the position of Director of Academic Affairs at the Fayette Campus of The Pennsylvania State University. The Director reports to the Campus Executive Officer and provides leadership to the faculty for all academic matters.

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for academic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging larship, and fostering service to the campus and community.

The Fayette Campus is a commuter campus, 200 acres in size and situated in the scenic Laurel Highlands of Southwestern Pennsylvania. The diverse student body is comprised of more than 1000 full and part-time students. The campus offers baccalaurente programs in nursing, administration of justice, general arts and sciences, and the first two years of more than 120 other Penn State undergraduate degrees, it also offers several associate degree programs and a wide array of credit and non-credit continuing education programs.

Qualifications: An earned Doctorate, academic administrative experience, and a minium of five years experience involving a combination of teaching, research and scholarship is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in academic planning, faculty recruitment and development, budgeting, grantsmanship and faculty governance is desirable. This twelve month continuing position includes an excellent

Review of applications will begin March 1, 1992, and continue until the appointment is made.

Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park, PA 16802.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

ASSOCIATE VICE CHANCELLOR FOR FINANCE

Takare Merlical Center is currently seeking a highly motivated professional to supervise the Financial Serviers, Grants and Contracts Management, Human Resources and Purchasing Departments of the Medical Genter. This individual still report directly to the Vice Chancellor for Administration and Finance. Addity in work and interface with Schools of Medicine and Public Heath/Fronted Medicine, Tulane Regional Primate Research Cornet. University Hospital/Cinic, and University Officers of Administration, Buchelor of Science in Accounting or related field necessary with GPA or Moster's in Rusiness Administration strongly professively responsible administrative experience in higher education, background with large accounting firm or health cure related field highly desirable. Excellent benefit package offered with competitive salary, depending an experience and background.

Send letters of application along with resume's by February 14, 1992 to:

Chairman—Search Committee for Associate Vice Chancellor for Finance of Office of Human Resources Tulane University Medical Center 1430 Tulane Avenue New Orleans, LA 70112

Tolone is an Affirmative Action, Equal Opportunity Employer.

Tulane

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teaching Ph.D. required, ABD considered 1Ph.D. muss be completed by September, 1991). Fluency in Spenish and English required. Rank sayistant professor: salary commensuruse with qualifications and experience. Send application letter, resume, three letters of reference, modificial transcripts to: FLAN Search, Affirmative Action Office, Winona, Minnegale, 55987-1990 (Direc, Winona, Minnegale, 55987-1990).

Special Education: Assistant/Associate Pro-fessor in tenure-track position to teach un-dergraduate and graduate courses in spe-cial education with emphasis in learning dispolities. Also required is supervision of field experiences, student advisement, and now Office, Winona, Minesola 559871838. Screening begins March 30, 1992. An
1838. Screening begins March 30, 1992. Each
1848. Screening begins with the service of the service of doctorate in special education,
1849. Spanish: Fall Semester 1992 (contingent
1849.

bled individuals are encouraged to apply.

Spanish: Fall Semester 1992 (conlingent upon funding). Appropriate terminal degree required for tenure track. To teach all levels of understaduate Spanish lansuage sequence and courses in Peniaular and Spanish-American Civilization and Culture, Methods of Teaching Foreign Language, and to supervise student teachers. Ph. D. in Spenish or post-doctoral exam ABD in Spanish Ceneralist with cadentic training to teach all levels of understraduate Systakis language. Native or near-native command of Epish. Evidence or show promised of sood teaching, commitment to consecting students and scholarly research. Ability to teach elementary French or German is desirable. Por more information, call (460) 617-278. Screening of applications to begin February (4, 1992 and will continue until position is filled. Submit application felics; site, college inspecial sources (820). Human Resources/EEO.AA Office, Eastern Montana College, 1500 North 30th Street, Billings.

Siena SIENA COLLEGE

Assistant Vice President for

Human Resources

Siena College Invites applications for the position of Assistant Vice President for Human Resources.

Siens, an Independent, undergraduate, liberal arts college in the Fran-ciscan Tradition, that employs approximately 600 faculty and stell, is located in Laudonville, two miles north of Albany.

located in Laudonville, two miles murth of Albuny.

The Assistant Vice President will report to the Vice President for Finance and Administration and will be responsible for developing, exerdinating, and implementing policies and precedures which will enable the College to continue to relate and attract competent and predictive men and women as members of its workforce. Specifically, the Assistant Vice President will be charged with developing a comprehensive lumin resources plas for the College which will deal with among other things, position classification, salary and benefit udministration, employee training and development, and enhancing the quality of the work in environment.

environment.

The successful candidate must possess a demonstrated capacity for effective and innovative leadership, the ability to communicate well and work effectively with mon and women of culturally diverso buckgrounds, and an awareness of the unique nature and demands of the college environment in general, and a Fanciscan College is particular. A Bachelor's Degree and a uninnum of five years of comprehensive experience in the human resources field is required. A Master's Degree is preferred.

Please send a letter of application, résumé, references and selary requirement, by February 20, 1992 to:

Assistant Vice President for Human Resources Search Committee Office of the President Siens College 515 Loudon Road Loudonville, New York 12211-1462

Kutztowa University, Kutztowa, Peansylvania 19530. Kutztowa University, with an enrollment of 3,000 students, it a state university in the Pennsylvania Sunte System of Higher Education. KU is an Affirmative Action, Equal Opportunity Employer and actively solicius applications from qualified women and minority candidates.

Special Education: The University of Wisconsin-Whitewater is secking a qualified applicant to serve as Director of Project ASSIST, a comprehensive support program for UW-W students with tearning disabilities (67%) and to teach course in the Department of Special Education (13%). The candidate should have a Master's degree in special education, Ph.D. preferred;



Perce Walders from the presidency in June, 1992.

Califorda University, founded in 1852, part of the State System of Higher Education of the Commonwealth of Pennsylvania, is a regional, comprehense institution. The University's 333 full-line and 55 part-time faculty serve we institution. The University's 333 full-line and 55 part-time faculty serve 7,000 students through the Colleges of Liberal Arts, Education and Fluman Serves, Science and Technology, and the School of Circlante Studies and

Research

The largest institution of higher education in extreme southwestern Permsylvalia, California University is located 35 miles south of Pittsburgh in the foothills of the Allegheny Mountains near Permsylvania's Laurel Highlands tentified area. When the expressively linking Pittsburgh is complete, California will be a 20-minute commute to downtown Pittsburgh in the heart of the interested economic development area.

ated economic development area

attigated economic development area

Callomia seeks candidates with demonstrated leadership skills, a clear understanding of and appreciation for the real tasks involved in leaching and
sesserth, and experience with the life and operation of an institution of higher
education. The president should have an appreciation of the role of the State
System of Higher Education and a willingness to participate as a partner in
states understanded learns.

ability to articulate a vision for the University's future growth and develop-

ment experience with long range strategic planning eagenuine commitment to shared governance in a collective bargaining

environment

successful experience in the management of complex environments
successful experience in the management of complex environments
subling to communicate effectively with diverse constituencies including
faculty, staff, students, parents and alumni; business, community, and
governmental leaders, and the media
willingness to provide the leadership and personal involvement required
for successful fund raising and resource development

A more complete statement of leadership qualities is available to all interest

Mr. Frank Mascora
Chair, Presidential Search Committee
California University
P. O. Box 607
California, PA 15419

Applications should include a current résumé and letter discussing the can-àdais's qualifications in terms of the stated criteria

Applications will be reviewed commencing February 24, 1992. Candidates whose applications are received after that date control be promised a full

Catiomia University of Pennsylvania is an AA/EECC Employer, and strong-lyencomages the applications of women and infronties. This search is assisted by the Presidential Search Consultation Service of the Association of Govern-

PRESIDENT

FLOYD COLLEGE

Rome, Georgia

A Two-Year Unit of the University System of Georgia

resolving system-wide issues.

The ideal candidates should possess the following strengths:

terrinations and applications should be sent to:

VICE PRESIDENT Academic Affairs



Longwood College invites applications and nominations for the position of Vice President for Academic Affairs. The appointment will become affective July 1, 1992.

RESPONSIBILITIES: The Vice President for Academic Affairs, reporting directly to the President, is the chief academic officer of the College. In addition to providing leadership for the academic programs of the College, responsibilities include long-range planning, budget development, faculty recruitment, and promotion and tenure decisions. The Vice President for Academic Affairs also supervises the offices of the Registrar, Learning Center, Minority Affairs, Library, Athletics, and Continuing Studies.

QUALIFICATIONS: The successful candidate must have an earned doctorate and a record of teaching and scholarship sufficient for appointment at the rank of Professor. An established record of achievement and leadership as an academic administrator is essential.

THE COLLEGE: Longwood is a state-supported, comprehensive, residential college with a 153-year history. It is primarily an undorgraduate college, but expanding graduate programs are currently offered in Education and English.

The Schools of Arts and Sciences, Business and Economics, and Education and Human Services offer 98 majors. minors, and concentrations. Longwood enrolls approximately 3,300 students and has approximately 145 faculty members. Steadily increasing enrollments and SAT scores provide evidence of the quality of Longwood's academic

LOCATION: Located in Farmville, Virginia, Longwood is 60 miles southwest of Richmond and 60 miles south of Charlottesville. It offers all the advantages of small-town living with convenient access to major cities and universities. The Blue Ridge mountains, the ocean, and Virginia's many cultural and tourist attractions are within easy driving distance.

TO APPLY: Letters of application should include a curriculum vitae and names, addresses, and telephone numbers of references. Applicants should request three letters of reference be sent to the address below. Review of applications will begin February 3, 1992, and continue until the position is filled.

Applications and nominations should be sent to:

Dr. William Frank, Cheir Vice President for Academic Affairs Search Committee c/o Employee Relations Longwood College 201 High Street Farmville, Virginia 23909

Longwood College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Belmont University PROVOST

Belmont University invites nominations and asplications for the position of Provost. The Provost serves as the chief academic officer and vice president of the university, reporting directly to the President. Responsibilities include the university's entire academic pro-

UNIVERSITY: Belmont is a senior co-educational university with 2,800 students located in Nativille, Th. IT believes the Actional is declared to providing students. Because of the Compatibility with the Total Quality Management style of administration. THE UNIVERSITY: Belmont is a senior co-educational university with 2,800 students located in Nativille, Th. The university promise the eggest and six undergraduate degrees and six undergraduate degrees and six undergraduate degrees. But 47 different majors or concentrations. As a student-centered institution, Belmont is dedicated to providing students from diverse backgrounds an academically shallenging education in a Christian environment. Belmont University is affiliated with the Tornessee Baptis Convention.

APPLICATIONS: Leiter of interest or nomination, curriculum vitae, names and phone numbers of three references. SELECTION PROCEDURE: A review of candidates will begin February 1, 1992, with the anticipation that the Provost will assume duties prior to the fall 1992 academic year. Send nominations and applications to the chair of the Provost search committee: Sleven H. Simpley, Belmont University, 1900 Belmont Blvd., Nashville, TN 17212-1757.

Soreth Pathology: Assistant/Associate Professor, tenure track. Barned dectorate: CCC-SLP; eligible for New York Because. Strengths in one or more of the following: voice, finency, organic speech disorders, articulation. At least three years' efficient experience preferred. Responsibilities: teaph graduate and undergraduate courses, supervise practicum, participate in departmental governance, conduct actionarty activities. Salary commensurate with experience and qualifications. Review of application to begin February 24, 1992 and continue until position filled. Seal letter of specification with yila, transcripts, three letters of recommendation, transcript, and tracking the professor of specch anguage Pathology. Full-tember 1, 1992 in undergraduate programs central New York Master's required. Duties include teaching undergraduate courses, solary and mask commensurate with experience. Excellent benefits, Send letter of specification with yila, transcripts, three letters of recommendation, transcript, and the program of speech Pathology. Full-tember 1, 1992 in undergraduate programs central New York Master's required. Duties include teaching undergraduate courses, substant of supervision of undergraduate courses, substant programs central New York and continue that the program of substant courses, substant programs of substant central New York and the templant of substant central New York position, available September 1, 1992 in undergraduate courses, and central New York doctorate preferred, CCC-SLP required. Duties include teaching undergraduate courses, and continued to the program of substant central New York and the courses, and the course of substant programs of substant central New York doctorate preferred, CCC-SLP required. Duties include teaching undergraduate courses, and the course of substant central New York doctorate preferred. CCC-SLP required doctorate preferred, CCC-SLP required doctorate preferred, CCC-SLP required in the course of substant programs of substant central New York doctorate preferre

Student Affairs: The Counselins and Student Personnel Department at Mankalo State University announces a terme track faculty position beginning September, 1992 in College Student Affairs (with developmental emphasis). Prerequisite skill must be presented in the areas of American College Student, Affairs (with developmental emphasis). Prerequisite skill must be presented in the areas of American College Student, Affairs Administration, Research and Practic my Internable supervision, Stills in the area of consultation are desirable. Responsibilities will include teaching in the above areas, advising and coordinaling within the program. Appropriate doctorate in College Student Affairs expected. The Counseling and Student Personnel Department is accredited by CACAEP in Student Personnel Services in Higher Education (developments) emphasis. Letters of application can be sent to Dr. Joe Hogan, Chairperson, Connelling and Student Personnel Department. P.O. 8400, MSU Box S.; Mankato State University is part of the Minnesota Scion-8400. Mankato, Minnesota Scion-8400. Mankato State University yie part of the Minnesota State University years of the Minnesota State University State and is an Affirmative Action, Equal Opportunity Employer.

13045. Application deadline: Pebruary 15, 1992. AA/BOB, Survey Research: Project Director. St. Louis office seeks a master's or Pb.D. level project director, experienced in directors. project director, experienced in directing large data collection efforts locally and nationally. The position requires ability to write proposats, prepare training manuals and data management bystems, and develope questionnaires. Experience in the implementation of study protocols, direction of field and quality control efforts, and monitoring of fluances and study progress are important qualifications for this position. Salary: \$15,000-\$40,000. Send resume to Judy Aubuchon. Survey Research Associates, Inc., \$420 Delmar Boulevard, LL-9. St. Louis, Missouri 63124.

Teacher Education: Foure track (Assistant to Associate Professor) position available September 1992. Women and minorities encouraged to apply. Salary commensurate with qualifications and experience. Seek candidates with demonstrated expertise and experience to Elementary Education with specializations in Reading Instruction and experience in Elementary Education and experience and Second Language Acquisition (Engiste/Spanish). Responsibilities; Teach graduate courses in Reading and/or ESL or Billiagual Reading Education, and supervising student teachers/elementary level. Qualifications. Dectorate from accredited optwarsty in reading and/

WALSH COLLEGE

is searching for a

new president

who, for the first time in its history, will not be a member of the religious order which founded the College! This creates an extraordinary opportunity for a dedicated Roman Catholic educator who is willing and able to build on the firm foundation established by the

Recently reaccredited for the next decade by the North Central

Association, Walsh College is virtually debt-free. Though not without financial concerns shared by most independent liberal arts

colleges, Walsh is a stable institution with a pattern of enrollment

The president, of course, will have to have strong communication

skills, fiscal competence, fund-raising capability, and a commit-ment to collegiality in decision-making, but these practical attri-

butes must be balanced by vision, courage, compassion, spirituality, and sensitivity to gender issues. Walsh faculty and students have a right to that kind of leadership.

The College, a baccalaureate institution with some graduate programs, has a well-credentialed faculty of 110 members, a coeducational student body of 1536, of whom 44% are of non-traditional

age. The president will be expected to have an earned terminal degree and, ideally, will have had experience in a private liberal

Compensation will be competitive. Deadline for application: February 15, 1992. The new president will take office on July 1, 1992. He or she will be expected to lead the institution into the next

Applicants are invited to accompany their curriculum vitae with a letter explaining how they will meet the educational challenges of the 1990's, addressed to:

Brother Jerome Lessard, F.I.C. Chairman, Presidential Search Committee Walsh College 2020 Easton St. N.W.

North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

EXECUTIVE DIRECTOR

Pennsylvania Commission for Community Colleges

Pennsylvania Federation of Community College Trustees

The Pennsylvania Commission for Community Culleges and the Pennsylvania Feder-ation of Community College Trustees (a juint organization) is seeking applications and/or nominations for the position of Executive Director.

The Executive Director reports to the Joint Executive Committee of the Commission Federation. The organization is made up of the Presidents of the 14 colleges and our trustee from each of the colleges.

The Executive Director is the principal spokesporson for the community colleges and is responsible for the listson with all branches of government and various other groups. The office is located in Harrisburg, Pennsylvania.

Have an understanding of comprehensive community colleges and their relationships with education generally.
 Have ability for planning, both short range and long torm.
 Have high level communications skills.
 Have ability to direct research, organize advocacy, and lead special projects
 Earned Doctorate preferred.

PA CCC/PFCCT Search Committee clo Dr. Jack Kraft 800 North Third Street Harrisburg, PA 17102-1212 Phone: 7177232-7584

AA/EEO Employer

Application: Submit letter of application, résumé and at least three references to:

Compensation: Competitive salary and benefits package.

growth and new program development.

arts college both as teacher and administrator.

Brothers of Christian Instruction over the last third of a century.

Old Dominion University

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

cities of Virginia Beach and Hampton.

Old Dominion University is one of six publicly-assisted doctoral resemuniversities within Virginia, and has an annual budget exceeding \$18 million. Offering 17 doctoral programs and over 50 master's degree programs to more than 5,000 graduate students, the University is as a knowledged national leader in instructional telecommunications and operates a satellite uplink both for academic and public service purposes he University is organized into six academic colleges: Arts and Letters, but ness and Public Administration, the Darden College of Education, by neering and Technology, Health Sciences, and Sciences. It is the larger research contractor in Virginia with the National Aeronautics and Swa Administration (NASA), and its researchers used three percent of all support on Liphersity is a selective admirate and sweet and support on Liphersity is a selective admirate and sweet.

activity. faculty development, continuing education, and publicante.

Responsibility for academic budgeting, program development and personnel decisions within Academic Affairs.

University-wide responsibilities in the allocation of space and empent, and for institutional research.

Approval of professional staff positions throughout the University.

An earned doctorate or equivalent terminal degree
 Extensive full-time college teaching, research, and administrative e-portence to progressively responsible positions
 Scholarly qualific attors sufficient to metit an appointment as a neural

professor in one of the University's academic dep Superior ability in oral and written communication

creasingly diverse and international society

James V Roch President Old Dominion University Norfolk, VA 23529-0001 Ph BOA 683 3150 FAX HU4-683 4505

Old Dominion University is an Affirmative Action, Louisi Constituting Employe

CIES Council for International Exchange of Scholars

Executive Director

Nominations and applications are invited for the position of Executed Director of the Council for International Exchange of Scholars (CIS) locked in Washington, D.C. CIES is a private organization affiliated with the American Council of Learned Societies (ACLS) and is responsible for all ministering the fulbright scholar program for both U.S. and foreign facility and professionals. CIES is funded through a cooperative agreement with the United States information Agency (USIA).

The Executive Director works (Incoherent International Predden) of the CIES flower and Pred

The Executive Director works closely with the CIES Board and President ACLS to develop policy positions which refect U.S. academic literal in the fulbright scholar program, serves as a spokesperson for the organization to USIA and to other U.S. and foreign constituencies, and manager staff of seventy-five and an annual administrative and program budget of approximately \$25 million

Candidates should have

Knowledge of international educational exchanges and U.S. higher education, with particular knowledge of issues of academic mobility.
 Senior management and supervisory experience.
 Experience with government funding agencies.
 Senior has been added to the senior management and supervisory experience.

 Sensitivity to the diversity of other cultural perspectives and for government entities.
 A doctorate or comparable professional experience is preferred. Screening of applications will begin on March 15, 1992; an appoinment effective in early fail 1992 is anticipated. Salary will be commensurate with experience. Please send applications including a letter of interest a result of the salary requirements, and the names of three references to U.S. sumé. salary requirements, and the names of three references to U.S. Human Resources Manager (ED-1), 3007 Tilden Street. N.W., Suite M-500, Washington, D.C. 20008. ACLS and CIES are equal opportunity employers.

or bilingual education preferred. ABD may be accepted. Successful public school teaching experience required beading-black in 1992. Submit letter of application, via, official transcripts, three letters of reference to: Dr. Susan Ruper, Director, University Center for Teacher Education, Cultomas Polytechnic State University. San Luis Origina, Caldonia 93401. Application forms may be obtained by writing to the above address. Cal Poly 15 strongly continued. Technical Education Dewit Associate Date of Technology (Search Recogned). My Henry County College, a comprehense community college to caled in norther life again, it seeking qualified applicants to fi

PRESIDENT California University of Pennsylvania The Council of Trustees of California University Invites nominations and applications for the 6th president of the University upon the refirement of John Raica Waltins from the presidency in June, 1992.

General Description

The Provost and Vice President for Academic Affairs is the chief academic officer and second administrative officer of the University. He/she repo directly to the President.

Institutional Context

Old Dominion University, a young and growing institution, entoils appearantly 17,000 students. The University's major campus is located in the folk, Virginia, inside Hampton Roads, an attractive, historic, and intentionally-oriented metropolitain area with a population of 1.4 million is University also operates significant higher education centers in the next cities of Virginia Beach and Hampton.

Old Dominion University is a selective admission institution. Twenty pecent of its student body comes from outside of Virginia, and over 600 international students from more than 70 countries are enrolled. Forty-life percent of the University's student body is 25 years or older.

The University's Norfolk campus is located on the Elizabeth River, an kin of the Chesapeake Bay. The Norfolk Naval Base, the largest navalbase in the world, is three miles from the campus. Major federal research issuitions that focus upon space, aeronautics, oceanography, and rader physics also are nearby.

The responsibilities of the Provost and Vice President for Academic Alian

Academic and administrative leadership in teaching research create

Strong commitment to rigorous academic standards
Understanding of the role of a publicly assisted university in an in-

Applications/Nominations

Applications and normations should be directed to

Review of credentials will begin on 1 March 1992 and continue until be position is filted

The Board of Regents of the University System of Occupia and the Presidential Serch and Screen Committee of Physicialics in the continuitions and applications for the position of President. This position is available on July 1, 1994, or as soon as possible thereafter. The President reports to the Claurethe of the Obersity System of Centific and is responsible for the successful management of all institutional operations.

Localed on a modern 226-acre campus 75 miles nontineest of Allanta, the College serves more than 2.500 commuting students from a seven-county area trouble in transfer and cancer proplants. The College is accredited by the Countsion on Colleges of the Southern Association of Colleges and Schools to award the Associate of Arts, the Associate of Science, and the Associate of Associate of Science, and the Associate of Associate of Science, and the Associate of Science degrees. Of special distinction at the College are the comprehensive support services provided for hearing impaired students. In addition to degree programs, the College offers certificate programs and a wide range of public service courses and programs.

Illuling medications for a service of constitution of the service of the service of the service courses and programs.

Minimum qualifications for a successful caudidate are as follows.

Earned doctorate or appropriate terminal degree.
 Administrative and teaching experience in higher education specification the two-year college levels or a distinguished record of equivalent experience with understanding of the teaching and service functions of a two-year college.

med evidence of administrative skills in financial managemen resource development, strategic planning, and personnel supervision.

Demonstrated record of acknowledged integrity, intellectual accomplishments, dynamic leadership abilities, and effective communication stills.

Commitment to be supportive of the intesion of a two-year educational institution and the policies of the University System of Centigla as defined by the Board of Regents.

Rombiations should include complete names, current illies, and correct ad-lesses of nominees and must be positriarized by February 15, 1992. Applica-los, consisting of a letter of interest, a comprehensive résumé, and a list of smes, addresses, and telephone numbers of a minimum of 5 individuals who hay serve as references, must be postmarked by March 14, 1992. All nomina-loss and applications should be forwarded to:

Jerry W. Shelton, Chair P. O. Box 1864 Floyd College Rome, Georgia 30162-1864

ormation (names, résumés, and non-evaluative materials) on all

Floyd College is an equal opportunity educational institution and an equal opportunity, affirmative action employer.

the newly created position of Associate ben of Technology. The position, which reports to the Dean of Occupational Education, is responsible for creation, development and direction of a comprehensive school advacation division within Occupation Studies at MCC. Qualifications include a Massive degree, preferably in Occupational or Vocational Technical Education Administration, and teaching experience, preferably at a community college ket. Technical experiences from business

and industry will be considered in combina-tion with teaching. Eurolo; ment date July 1, 1992. Submit letter of application, 16-sume, transcripts and names, addresses and phone numbers of three references to: Nancy Luomis, Personnel Director, Mc-Henry County College, 8900 U.S. Highway 14, Crystal Lake, illinois 60012. For add-tional information, call 815-4373. Ap-plication deadline February 19, 1992. Women and minoriues are encouraged to apply.

THE UNIVERSITY OF ARIZONA

FACULTY EVALUATION/

TUCSON ARIZONA

DEVELOPMENT SPECIALIST Countlination of Jaculty evaluation/ development component of the University Teaching Center.

Onties: Promotion of multi-faceled faculty evaluation processes; supervision of faculty evaluation instrument; conceptualization/communication of faculty issues in context of "faculty support"; consultations with individual faculty/ departments regarding faculty evalu-ation results; program development addressing needs identified by facul-

ty evaluations: Ducturate in relevant field; knowledgofexperience in fac-uity evaluation pulicies, procedures, and instruments; inin. 2 years' expe-rience in faculty/instructional devel-opment in large research institution; formal theoretical background in procedurate assertions. ing of college-level learning/teach Send a letter of application and re-

Dr Juan R. García, Director University Teaching Center University of Arizona 1017 N. Mountain Avenue 85721 (602) 621-7788

Review of applications will begin December, 1991, and will continue until the position as tilled. The University of Arizona is an Equal Opportunity, Allumative Action Employer.



COORDINATOR OF STUDENT SUPPORT SERVICES

Coordinate/administer special student support program/severces for veterans, minorities, disabled, & new students. REQUIRES: Master's degree to higher rel. commelting, psych, or related tield: provings respective our planning, decel-oping, implementing severe programs; positive human relation, and & written communication skills.

i commonication skille.

PREFER: Previous expectence in sindent
suppart sevenes in a higher education
scaling; supervisory experience.

Salary \$24,286 is \$27,5009cca.
Application descline 2-21-92. eggacacon assente 2-21-42. Salunt callege application, résuné, raver letter, and transcripts to: river biller, and transcripts to: 1(DAAN) RES DIJRC 1 S CRIAIson'S City Community Cult 7777 Sunth May Avenue CRIAIson'S City, CK 73159 1CE, "Stocke Free Environment

HAWAII

Expanding, progressive university accels dynamic president to lead fund raising, Ph.D. desirable \$150,000 to \$2(x).000. R. Uncoln, (804):947-9815. LAM ASSOCIATES, 444 Hubron Ln. #207, Honolulu, Ht 96815-1229.

Technology Transfer: Associate Director of Technology Transfer, National Food Service Management institute. Twelve-munth administrative position. Master a legree or higher in educational administration, telecommunications, or instructional design. Responshibities include: assist the Director of Technology in developing and implementing a program of technology transfer develop mechanisms to assure that the products of research are translated into practice; plan develop, produce and evaluate project/sectivities and instructional mechanisms. scels Congressional representative. Requires minimum's years' experience in affecting national policy, especially in appropriations or education. Experience in telecommunications, especially rubble broadcastins and/or 11V, hishly desirable, Mid-30's to gild-60's plus benefits. For application information, contact: Ms Armistrons. America's Public Television Stations, 1330 Connecticut Avenue, NW \$200, Washington, DC 20036, EOE, Deadline January 31, 1992.

practice; plan, develup, reposes an encice; plan, develup, reposes at mistructional media products. Applicant must have a working knowledge of technical resources, farmiliarity with satellite technology, knowledge of resources available and essential to program develupment, knowledge of and access to various delivery systems including distance education and destance education and a minimum of five to public education and a minimum of five to public education and a minimum of five to restonal education program in a technology division. Skills in managing media product development and production budgets are essential. Position available february 17, 1993. Salaty range from \$47,000-850,000. Applications accented through February 3, 1992, or until filled. Send letter of preference from persons familiar with your work to Dr. Josephine Marin, Executive Director, National Food Service Management Institute, P. O. Box 188, University Mistalapip 18677-0188; an Equal Employment Opportunity. Affirmative Action.

Tate 18t Institution. Tesling: Test Coordinator. \$17,640 plus benefils. Bachelor's degree required, Manier's preferred in shudent personnel, education, psychology or a related field. Experience in an educational setting required, preferably in higher education. Administer University testing program, including administration of national, sites and local examinations; maintain test files and test security. Administer and interpret accedentle and career assessments. Participate in new student origination. Provide a study skills assistance. Coordinate career and placement resources. Perform committee assignments and related duties. Position is Security Sensitive. Send letter of application, resume and three letters of reference to Director of Personnel, Sui Ross State University, Box C-13, Alpine. Texas 1932: (915) 813-8058. Review of applications will begin February 1, 1992, and continue until the position is filled. EEO/AAE ence in an educational setting required, perferably in higher education. Administer of University testing program, including administration of national, state and local examinations; maintain test files and test examinations; maintain test files and test equipment of national state and interpret scadenic and career assessments. Practicipate in new student origination. Provide study skills assistance. Coordinate career and placement and related duties. Position is Security Sensitive. Send letter of application, resume and related duties. Position is Security Sensitive. Send eletter of application, resume and related duties. Position is Security Sensitive. Send eletter of application, resume and related duties. Position is Security Sensitive. Send retard and the responsible for an introduction to playwriting and what related to seach a variety of courses, including action, directive and there letters of reference to Director of theatre and be responsible for an interpret teach endors and the general education program. Ph. D. required teaching and directing experience preferred less and directing experience preferred less, and directing experience professor production schedule designed to seach a variety of courses, including eclos, direction to playwriting and qualified to exech a variety of courses, including eclos, direction to playwriting and qualified to exech a var

Television/Public Policy: Public Television. Award-winning public TV association

apparet or nierchandising. Rank and salary commensurate with qualifications. Earned doctorate in apparel, tealites, perchandising, economics or econometrics, or closely related area. Effective oral and wristen communication skills. Demoastrated scholarship and extraural funding asperience highly desirable. Composence in teaching desired, including areduste courses. Competence in Spanish desirable, Industry or retail experience preferred. Minorities encouraged to apply. Send vila, transcripts, and I letters of reference to Dr. Carol Warfield, Head. Department of Consumer Affeirs, Auburn, University, Alabanta 38849

6265B. Application deadline: February 14, 1992. Illinois College is an AA/EOB. 1992. Illinois Cottege is an AAAEOB.

Theatre: Assistant Professor of Theatre: Tenure-track position beatming August 24, 1992. Teach to areas of Acting Voice and occasionally Directing and Introduction to Theatre. MFA or Ph.D. in Theatre (new Commence) and significant professional perience. Competence in teaching voice to the stage. Proven success as a tencher. A strong commitment to theatre and undergraduate students. Application, requirements. Send letter of application, professional résumé, and three current letters of senders to the comment.

j. 1992. Theatre/Design: Northwestern University seeks satisfant professor in costume day signification of the costume day signification of the costume design, readering, and drawing plus autistance in teaching technical skills of makeup, costume crafts and/or construction on graduate and indergraduate levels. Qualifications are MFA, Ph. D. and/or experience in professional theatre.

Southeast community college

CHANCELLOR

Are you that rare executive who can advance an organization to excellence? Are you a leader? Are you results oriented? Are you an activator? Do you make things happen?

Are you a diplomat and yet have the courage to stand up for what you believe? Can you identify and develop other people's strengths? Can you coordinate the efforts of diverse individuals and organizations?

If this describes you, we encourage you to apply for the position of Chancellor at Southeast Community College.

Southeast Community College is a multi-campus college with the administrative offices located in Lincoln, the capital of Nebraska. Southeast Community College, with 450 full-time employees and a \$25,000,000 budget, serves over 38,000 people (5,800 FTE) each year through credit and non-credit courses. The campuses, located in Lincoln, Milford and Beatrice, provide vocational/technical and academic transfer programs. Southeast Community College is a locally supported two-year public community college and a vital segment of Nebraska's postsecondary

The Chancellor serves as the chief executive officer of the College, reporting directly to a locally elected Board of Governors.

Qualifications of the successful candidate will include:

♦ A leader who will work with the Board of Governors and the College community to provide an open and objective atmosphere for policy making and participatory management.

♦ A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and

♦ Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.

♦ Ability to provide a vision that looks to future opportunities and changes for the College. ♦ Experience and skills in budgeting, financial management, economic development, strategic

planning and organizational development.

♦ Experience in higher education administration. ♦ An earned doctoral is desired. Persons with master's degrees and related experience will be given serious consideration.

Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

Applicants for the position of Chancellor are requested to provide: ♦ A letter of application specifically addressing education, leadership skills,

management style and experience. ♦ A current resume or curriculum vita.

Send to: Chancellor Selection Committee, c/o Scudder Law Firm P.O. Box 82027, 411 South 13th Street, Lincoln, NE 68501 (402) 435-3758, 9 a.m. - 4 p.m. CST

Reviewing and screening of applications will begin on February 15, 1992. The application process will remain open until a sultable candidate is found. Candidates selected for consideration for the position will be requested to provide references, additional information and transcripts. The Chancellor is expected to assume the position on or before July 1, 1992.

All applications will be held in absolute confidence as property of the Soudder Law Firm, General Counsel to the Southeast Community College Board of Governors. Applications will be available only to Board CEO Search Committee members unless written release is obtained from applicants.

Southeast Community College is an Equal Opportunity/Affirmative Action employer.
All individuals, especially women, ininority and disabled are encouraged to apply.

fairs. Aubum University, Alabanta 18849
(205-94-4084). Application deadles is
February 15, 1992 or until positions are
fitted. Auburn University is an Affirmative
Action, Equal Opportunity Educational inattation.

ate levels. Qualifications are MFA, Fh. D. and/or experience in crofessions theatre. Opportunity to design in extensive production program. Send letter of application by February 28, 1992, plus 1020 representative siliers. Setters of geomenadation to: Vitgil C. Johnson, Search Committee Chair, Department of Theatre, 1979 Sheith dan Road, Evantion, illinois 60288. K. an AA/EOS, excourages applications from women and miscoity candidates expansion upon ability to work in USA.

President

nature was and progress.

RI's programs and progress.

RI's programs and progress.

The Instante is composed of eight colleges: applied science, and technology business: engineering; imaging arts and sciences, fiberal arts; science continuing education; and the National Technical Institute for the rose on the only program of its find in the country. RIT grants or tight and associate, baccalaureate, and master's degrees, and has detailed souly doctoral program in imaging science. RIT has a growing entiming education program and a cooperative education program, the joinfoldest and lifth largest in the world, annually involving more than 280 students. Seventy percent of RIT's full-time faculty have doctoral degrees.

degree.

The RT student body consists of some 8,500 foll-time and 3,000 part-time andegraduate students, as well as 1,700 graduate students. Enrolled sudents represent all 50 states and 63 foreign countries. Sixty-five percent of tull-time undergraduates receive some form of tunancial aid; about

As not President of RIT, the Board seeks in that individual the following

Dedication to the academic values of the university, coupled with an appeciation of the special potential and needs of technological education strong academic credentials, including teaching and administrative

Proven strategic planning ability and aptitude for choosing and managen excellent staff; proven strength in tiscal management.

Recognition of the importance of student life activities and their con-action to successful student recruitment and relention, and a willing-

Experience with and appreciation of shared governance, including a decision-making style that welcomes bread consultation and collaboration with campus groups; ability to create a shared vision for the future and a sense of cohesiveness on a large, diverse campus

Commitment to fostering diversity in all torms. Particular understanding of deafness as a culture, not a pathology, and commitment to the inderingation of the National Technical Institute for the Deaf juto the large RIT campus. Fluency with or willinguess to learn sign language.

Personal qualities of integrity, resilience, contage, humor, gregarious-uss, accessibility, responsiveness, and respect for faculty, statt, and

Colley Chandler, Chair Presidential Search Committee Rochester Institute of Technology I Lomb Memorial Drive Rochester, NY 14623-0887

Applications should include a current and complete resume and a boughtful letter discussing the caudidate's qualitations in terms of the cliefa listed above. The search committee will begin review of caudidates on February 28, 1992 and no candidate can be guaranteed tall consideration if application materials are received after that date

RIT is an EEO/AA Emphayer. The search is assisted by the Presidential Seath Consultation Service of the Association of Governing Boards

Search Extended

Executive Director

(OhloLINK)

Ohio Library and Information Network

The State of Ohio seeks an executive director to providu leadestrip for its now Ohio Ibray and information Network (OhioLiNK). OhioLiNK is an alliance of 17 wheely libraries and the State Library of Ohio strongly supported by the Ohio Board Regents, Library collections totalling more than 21 million volumes will be resource with faculty and staff from participating institutions with the same staff of the participating institutions with the same staff of the participating institutions.

represent a single resource with faculty and staff from participating institutions having say access to and speedy delivery of library materials. OhioLink will also provide access to the rapidly increasing array of information sources available in electrotribution. The system will be extended to the state's community and tohical colleges in the future. The executive director will shape the development of OhioLink, continue implementation of the system, communicate the OhioLink shape the development of the system, communicate the OhioLink shape the development of the system, communicate the OhioLink shape the development of the system, communicate the OhioLink shape the development of the system.

expetence in progressively responsible administrative positions, approximately with the issues of implementation and maintenance of a large, tophistical information system;

story is find creative and innovative solutions to management and information of the creative and innovative solutions to management and informations of the creative and innovative solutions.

fellow) haves;

shifty to recruit and direct a stadt of fibrary and computer protessions.

experience in higher aducation administration; administrative experience with academic fibraries;

grant proposal writing and administration experience

itiary competitive based on qualifications and experience

coar to recrust and direct a start of library and computer processors with the registrate of the recruitment of the recruitment

Position available July 1, 1982. To ensure full consideration, applications and the same of five references should be received by Fabruary 14, 1982. Applications, fastistions, and inquiries should be directed to Linda J. Cain, Associate Provost, University of Cincinness, 104 Administration Building, Cincinness, Ohio 45221-0097

An equal cocortunity/affirmative action employer

ess to devote attention and resources to these issues.

Applications and nominations should be directed to

calofull-lime undergraduates receive some form of financial at note percent of the students are members of minority groups.

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The Board of Trustees of College Miscricordia invites nominations and applications for the position of President.

President

College Misericordia Dallas, Pennsylvania

applications for the position of President.

Founded in 1924 by the Religious Sisters of Mercy who continue to sponsor the institution, College Misercordia is a Catholic, co-educational college duditional college the called to the values of justice, mercy and service. It strives to deliver quality, affordable undergraduate and graduate education to individuals of all faiths. Accredited by the Middle States Association, the College integrates the liberal arts with technical and professional education. The College has professional accreditation in occupational therapy, medical technology, radiologic technology, nursing, and social work.

The College enrolls approximately 1,600 traditional and non-traditional students in courses for Associate, Bachelor's, Master's degrees or professional certificates. It has a full and part-time faculty of 130.

Against national trends the College has operated on a continually balanced budget, has made major additions to its physical plant, and is experiencing increases in enrollments and entering student board scores. Ninety-five percent of its 1990 graduates have found employment.

Located close to the Wilkes-Barre/Scranton airport in Northeast Pennsylva-nia, a growing area with 10,000 new employment opportunities since 1985 and rich in recreational resources, the College is a three-hour drive from either Philadelphia or New York City.

The President reports to the Board of Trustees and is responsible for the academic, administrative, and financial affairs of the College. Qualifications for the position include:

Qualifications for the position include:

demonstrated compatibility with the mission and value system of a Catholic college in the Mercy tradition

earned doctorate preferred

willingness to complete implementation of current academic plan and encourage new planning for next phase of development

oblity to establish and sustain a climate of aspiration

adept at communication with diverse constituencies

demonstrated skills in the successful administration and management of a comparable educational institution

ability to effectively represent the essence of the College to a variety of external organizations, agencies and individuals

proven fund-raising capabilities and evidence of successful resource acquisition

Cominations and applications should be sent to: Sarah Ellen Lenahan, Ed.D., Chair Presidential Search Committee College Misercordia Lake Street Dallas, Pennsylvania 18612

Applications should include a current resume and a letter discussing the candidate's suitability for the position.

The Search Committee will begin reviewing applications on February 19, 1992. No candidate can be guaranteed full consideration if materials are

College Misericordia is an AA/EEO employer. This search is assisted by the residential Search Consultation Service of AGB.

PRESIDENT

Reid State Technical College

Applications are being accepted for the position of president of Reld State Technical College located in Evergreen, Alabama. The College serves approxi-mately 450 students and employs approximately 40 personnel.

Master's degree is required. Earned doctorate in administration of higher education and five years' community college experience at the level of college dean or higher are preferred. Candidates must have experience and knowledge of the mission and role of two-year colleges and/or an understanding of occupational/technical education and the role of the technical college.

Compensation is \$61,494 to \$74,022, dependent upon qualifications and experience, pius a benefits package which includes housing and expense allowance. To be considered for this position, an applicant must complete and submit a Department of Postsecondary Education application form and a comprehensive résumé by March 1, 1992 to:

Chancellor Fred Gainous Department of Postsecondary Education 401 Adams Avenue Montgomery, Alabama 36130-2130

Finalists will be required to submit additional information, including transcripts. Preliminary screening of applications will be conducted by a search committee. Selection process subject to Alabama Sunshine Jopen meetings, Law and Alabama statutes on disclosure of public records. Application form may be obtained from the Department of Postsecondary Education, Personnel Office, [205] 242-2996. Applications postmarked after March 1 will not be accepted.

EQUAL OPPORTUNITY EMPLOYER

Therapeutic Recreations Faculty. Lake Su-perior State University toylies applications for a one-year appointment for the 1992-93 academic year. Applicants should be quali-fied to teach courses in Foundations in Therapeutic Recreation. Facilitation Tech-niques, a "Disabilities" course which will expose students to the characteristics of a wide range of disabiling conditions, a field experience course which will involve pro-viding structured supervision to Styleste.

Upward Bound: Director. Mars Hill Col-iege, a Baptist affiliated insiliution in the Blue Ridge Mountains of North Carolina, is seeking a Director for its Upward Bound Program. Candidates must have a mini-num of a master's degree in sources.

President Sonoma State University



The Chancellor and the Board of Trustees of the California State University system invite nominations and expression the Presidency of Sonoma State University

Rohnert Park, California

listablished in 1960, Sonoma State University is a predomin undergraduate institution of liberal arts and sciences which also offers a select range of graduate and professional programs. Small class size and close relationships among students, faculty, and staff are halfmarks of the institution. More than 400 full-time and partime faculty provide instruction to 7,400 students, 900 of whom reside on campus. Approximately 62 percent of the students are women; 25 is the average age of undergraduates and 38 is the average age of graduate students

The University is located on 220 acres in the town of Rohnet Park 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campusis attractive, modern, and well-equipped. The beauty of the campu and its setting allow students to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, at energy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be: committed to excellence in undergraduate education in the liberal arts and sciences; experience at working cooperatively with faculty, students, and staff; committed to expanding the positive relationship the University enjoys with the surrounding region; able to build on the strong base of a wellmanaged institution; skilled at managing the budget of a complex organization; skilled at representing the institution in external relations; capable of expanding fund-raising efforts; committed to clear, strong leadership in advancing the goals of affirmative action and educational equity; and prepared to function in a collective bargaining environment. Candidates also should have demonstrated proficiency in teaching and competency in scholarship, be able to provide academic leadership, and demonstrate successful administrative skills and collegial leadership.

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor. Nominations and expressions of interest with current resums

> Mr. Ted J. Saenger, Chair Presidential Selection Advisory Committee Sonoma State University 1801 East Cotati Avenue Rohnert Park, CA 94928

should be sent to:

Review of resumés will begin February 20, 1992

An Equal Opportunity Employer Women and ethnic minorities are encouraged to become candidates

Sonoma State University

1801 East Cotati Avenue - Rohnert Park, CA 94928 A campus of the California State University system

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President

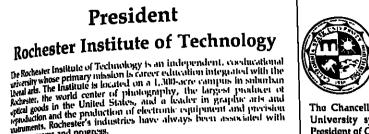
Ventura College Moorpark College If you have a doctorate or masters degree with professional recognition justifying waiver of doctorate. 3 years full-time teaching or related servic experience in an accredited post-secondary institution. 3 years administrate ence in an accredited post-secondary institution. 3 years administration

Apply now... 2 positions available! Call for application packet - 805 654-6424

Ventura County Community College District 71 Day Road, Ventura, CA 93003 Resume only will not be accepted Filing deadline: February 21, 1992, 4:30 p.m.

The Ventura County Community Callege District is on Affirmative Action, Equal Opportunity Employer and actively seeks the candidacy of cthaic minorities, women, disabled and Victnam-era veteraus.

(IWC). The Director overtees the operaties of the Writing Asthannee Center
(with differs internal services) and the
writing liamance Program (consisting of
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PRESIDENT California State University, Northridge

The Chancellor and the Board of Trustees of the California State University system invite nominations and applications for the President of California State University, Northridge.

Created in 1958, California State University, Northridge recognizes undergraduate and graduate teaching, research and public service as its major responsibilities. Of these, undergraduate instruction has first priority. Located on 350 acres in the western section of the San Fernando Valley, 25 miles northwest of central Los Angelos, the iniversity's 1,800 full and part-time faculty teach a student body of 30,000. The university, one of the largest in California, is organized into eight schools. Study in the liberal arts and sciences, and technologica and professional programs, leads to bachelor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women. Approximately 10 percent of the enrollment lives in campus dormitories and thousands more reside in nearby apartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominces or applicants must have the energy and vision to lead a multicultural, multipurpose, public university, situated in a diverse metropolitan area. Candidates must be experienced at working cooperatively with faculty, students and staff; committed to expanding the relationship the university enjoys with the community; skilled in external relations and able to focus university advancement programs ncluding alumni relations and fund raising activities; committed to clear, strong leadership in affirmative action and educational equity; capable of coordinating the administration of a complex organization; and able to build upon the strong base of a well managed institution. They should have attained academic excellence both in teaching and scholarship. They also must demonstrate successful administrative skills and collegial leadership, preferably in an institution of higher education, and be prepared to function in a collective bargaining

The President is the chief executive officer of the campus and 1 responsible to the Board of Trustees through the Chancellor.

Nominations and applications with current resumes should be sent to:

The Chancello The California State University 400 Golden Shore, Suite 324 Long Beach, California 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer nen and ethnic minoritles are encouraged to become candidates.

A campus of The California State University system.



PRESIDENT Tufts University

Nominations and expressions of interest are invited for the position of President of Tufts University. The President is the chief executive officer of the University and reports to the Board of Trustees.

Tufts University combines the two major traditions in American higher education: the great research university and the intensive small college. It is an independent, privately-andowed university which enrolls 7,330 undergraduate and graduate students in a remarkable variety of degree programs spanning the liberal arts and the professions on three different but closely confederated compasses in the Greater Boston area.

The Mediord/Sumerville computs, where the University was founded in 1852, is today a 100-building complex where 4,550 undergraduates are enrolled in Arts & Sciences and Engineering, and another 1,320 graduate students are enrolled in the Graduate School of Arts & Sciences and the Flotcher School of Law & Diplomacy.

The Boston campus, opened in 1893, enroils 1,360 graduate and professional students in the School of Medicine, the School of Dentistry, and the Sockler School of Graduate Blonedical Sciences. It also houses the Human Nutrition Research Center on Aging and one of the two installations that house the School of Nutrition.

The Grafton campus, opened in 1979, houses two animal hospitals and " '_ ' the School of Voleriusry Medicine, the only one in New England. The University's annual operating budget is currently about \$250 million. The current value of its andownest is \$160 million.

The opportunities for presidential leadership at Tufts etc: (1) to achieve a realistic and healthy belance between growth and the congeniality of limited size; (2) to continue building the world leadership role of its academic programs; and (3) to establish an ever stronger financial base. academic programs; and (a) to establish an ever stronger matical tests.

Leading candidates will have distinguished records of accomplishment in the field of higher education or other professional fields and will demonstrate the ability to envision and address the kinds of challenges most likely to confront Tutts in the next decade. They will be strongly committed to the values of liberal arts education at buth the undergraduals and graduate lovels as well as the values of professional education and advanced research and scholership.

Leading candidates will have demonstrated a clear understanding of the functions of a large organization, will possess a distinguished record of organizational leadership, and will possess the ability effectively to communicate the mission of an institution such as Toffs to internal and external constituencies and to inspire broad support for that mission. Nominations and expressions of interest will be received until the posi-tion is filled, and should be submitted to:

Brian O'Connoll, Chair Presidentilal Search Committee Trustoos Office—Bollou Hall Tufts University Modford, MA 02155-7064

Since the Committee plans to begin its formal acrousing precess at the end of Jonuary, 1992, nominations and expressions of interest are especially encouraged prior to that date. All inquiries, nominations, and expressions of interest will be held in strictest confidence.

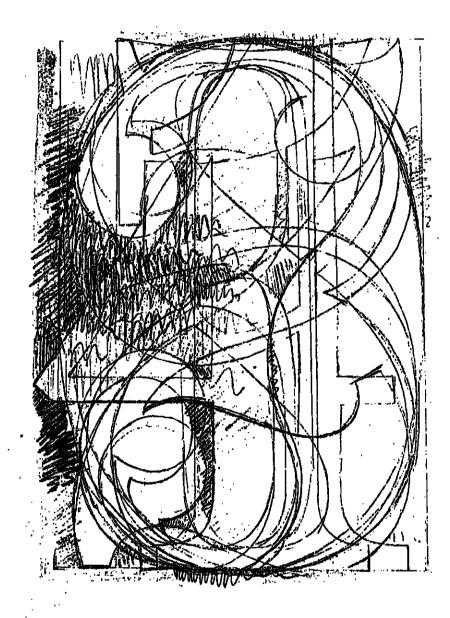
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"U THROUGH 9" (1961), JASPER JOSINS, O VAGA, NEW YURK, 1992

splashed copious amounts of paint all across the art world, a new generation of young American artists began to emerge, taking art in an entirely different direction from that of the earlier action painters. Jasper Johns, one of the most significant of this new breed, traced his lineage not to the Abstract Expressionists, but instead to the rich tradition of Duchamp and Magritte. Like them, Johns was concerned with the meaning we attach to words and images, and, like theirs, Johns's artistic responses contain within them several stunning visual metaphors of Einstein's new vision of space, time, and light.

The principal subjects of many of Johns's paintings were alphabets and number series. The same innovations that initiated the Greeks' inquiry into the nature of reality twenty-five hundred years ago became for Johns a place to begin to explore their hidden signifi-

Stunning Metaphors of Einstein's Vision of Space and Time

cance. In his work "0 Through 9" (1961), for example, Johns challenges the inviolability of sequence, one of the most sacred notions of Aristotelian time. No more precise metaphor for sequence exists than an arithmetic number series. The progression of 1, 2, 3, 4, . . . in time and space is the antithesis of simultaneity. Johns conflated these two opposing principles and made them complementary when he created a master image of all the cardinal numbers superimposed upon one another, making it impossible to see them one at a time. Instead

9 800

of the orderly marching seconds of a digital watch, in Johns's version numbers are piled upon another in a neat simultaneous stack.

As the reader knows, there exists only one condition of time in which the progression of all moments can be apprehended simultaneously, and that is when the world is seen from astride a beam of light. At C (the speed of light), all events would be superimposed on one another like Johns's numerals so that they would be seen simultaneously, instead of prosaically beaded together as on a linear string. Johns's painting is the most precise expression of the idea of the simultaneity of spacetime at C in the entire history of art.

The text above is excerpted from Art & Physics: Parallel Visions in Space, Time & Light, by Leonard Shlain, a professor of laparoscopic video-assisted surgery at the University of California at San Francisco. The book is published by William Morrow and Company.

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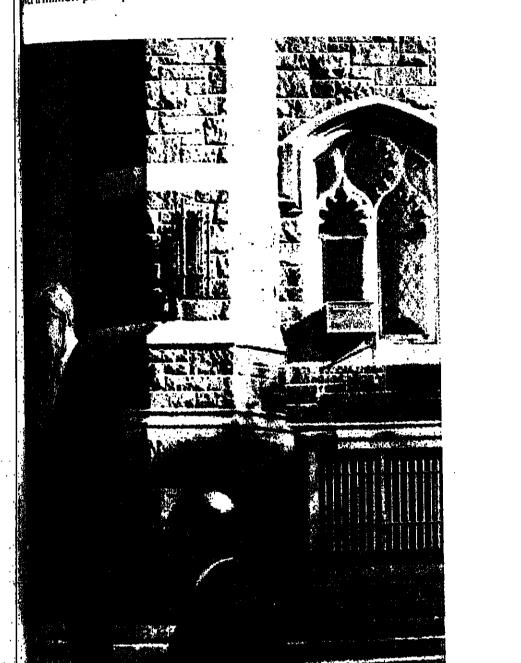
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Colleges Challenge Government Data on Loan Defaults

Continued From Page A25 expected to begin repaying their loans that year.

Ms. Michalowski said bankers and guarantee-agency officials had incorrectly assumed in some cases that community-college students would begin repayments two years after they received their first loans defended their use of the default at the college. Students who dropped out early or who took more than two years, therefore, skewed the default rates.

California Student Aid Commission, confirmed that the agency taking any action against the instihad recalculated lower rates for Barstow, Cañada, Lassen, Los Angeles Southwest, Los Medanos, Porterville, and West Hills Col-

"We have had major concerns with this

program and we are considering our

options for the future in this arena."

leges. The lower rates were passed on to the Education Department, which will decide whether to necept them.

For a few of the California colleges, the recalculated rates were markedly lower than those the government had reported. Lassen, for example, had its 1989 rate drop to 19.3 per cent from 43.2 per cent. and Los Medanos had its 1988 rate drop to 9.3 per cent from 46.7 per

time, this review has demonstrated obvious problems in the data base used to calculate institutional default rates," David Mertes, chancellor of the community-college system, said in a statement. "We have had major concerns with this program and we are considering our options for the future in this

Officials at other colleges fighting to stay in the loan programs also have contended that the deused in cutting institutions out of such important programs. "If you're going to pull the switch and vou have someone's arms clamped down and the hat on their head, it helps to know you've got the right person in the chair," said Jeremy R. Berg, vice-president for student services at Jordan College.

Jordan was reported to have had default rates of 48, 58, and 46.2 per cent in 1987, 1988, and 1989, re. Guidelines Already Used spectively. Mr. Berg said the gov- Dr. Loew said the addition of the

"The numbers are inaccurate and probably impossible to pin lines that institutions must follow if space, housing, space, and humid-may mean enormous expenses that The system was designed to keep a supported research. The system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to keep a support to the system was designed to the system was designed to the system was designed to the system as a support to the system was designed to the system was designed to the system as a support to the system was designed to the system as a support to the system a ing exactly when a default oc- of the vast majority of mice the Agriculture Department.

curred for purposes of calculating an annual default rate, he said.

Mr. Berg said he hoped the federal government would have the courage to admit that errors were made and to allow loans to continue for institutions that the government has publicly branded as the causes of the nation's default problem. "If the numbers are inaccurate, all of the rhetoric is misplaced." he said.

Some Colleges Withdraw

Education Department officials figures. An official in the Office of Postsecondary Education said that the government was giving colleges every opportunity to verify Dan Parker, a spokesman for the the accuracy of the default rates with the guarantee agencies before

Officials at several of the nine non-profit institutions that have been dismissed from the loan prosaid they were not sorry to be out.

Mr. Roberts reported that his school continued to enroll needy students with the help of Pell

Continued From Page A25

tended those animals to be protect-said.

Scientists said they understood

Medicine: "It's been very difficult

the scientific community has held

search, when that law has excluded

85 to 90 per cent of the animals

used in research, namely mice and

tions will add more bureaucracy

into the system and be more time

consuming, it may be worth it to

fensible.'

He added: "Although the regula-

to defend the one federal law that animals.

the need to add birds, mice, and mal Use and Care Committee and

rats to the regulations. Said Frank- that the panel include a member

out as regulating animals in re- NIH with detailed information

make the regulations publicly de- Welfare Act, animal-rights activ-

lin M. Loew, dean of the Tufts not affiliated with the institution as

grams or have opted to withdraw, "We do not anticipate at this time had difficulties serving low-income dent aid. The institutions were said bookkeeping errors that most ever asking to participate in the students since being dismissed to be violating a 1989 regulation program again," said Dave Rob- from the student-loan programs. that bars participation in all stuerts, business manager of Moore-Norman Area Vocational Technical School in Oklahoma. He noted ing educational opportunities to in a single year. that the school had suffered bad publicity for having high default rates, even though federal law at the time had prohibited colleges the opportunities available to those week that three institutions had from denying loans to low-income

Grants and other aid programs.

Status of Institutions Facing Loss of Student-Aid Eligibility

Non-profit institutions in danger of losing eligibility for all student aid

AWAITING FINAL ACTION:

Little Hoop Community College

LISTED IN ERROR:

Bnos Jerusalem Seminary Nuclear Medicine Institute of the University of Finds Rabbinical Seminary Adas Yereim

Non-profit institutions in danger of losing eligibility for student loans

APPEAL PENDING:

Cañada College **Highland Park Community College** Jordan College Lassen College Los Medanos College Merritt College Missouri Valley College Porterville College Wayne County Community College West Hills College

SOURCE: DEPARTMENT OF EDUCATION

NO LONGER PARTICIPATING IN LOAN PROGRAMS:

City Colleges of Chicago, Kennedy-King College Indiana Vocational Technical College Northwest Los Angeles Southwest College Moore-Norman Area Vocational Technical School (Oklahoma) Payne-Pulliam School of Trade and Commerce

(Michigan) San Francisco Community College District Southern Vocational College (Alabama). State Area Vocational Technical School at White (Tennassae)

Twin Cities Opportunities industrialization Center

improve their economic plight," he said in a statement.

"The loss of OSL eligibility limits moneys.*

ment of 178 institutions in danger of the others. Darnell Cole, chancellor of Indiof losing student loans with a list of The three institutions listed in-Northwest, said his institution had verge of losing eligibility for all stu-

colleges have an Institutional Ani-

in the care and use of laboratory

The committee must provide the

While researchers say those reg-

ulations are as strict as those of the

Agriculture Department's Animal

they rely on colleges and universi-

about programs for the care and

the care and use of animals.

"We service an older-student pop- dent-aid programs for institutions ulation, many of whom are pursu- with default rates above 60 per cent

3 Listed Incorrectly

A department official said last individuals, primarily those who been incorrectly listed among the are dependent upon public-service 76 and that 14 others had closed or many low-income students been removed from the programs. Education Department officials The department is conducting reaccompanied their July announce- views of the student-aid operations

ana Vocational Technical College 76 institutions that were on the correctly were non-profit institu- lege eligible for Pell Grans

students who defaulted on ke having attended those progr when they had not.

The one remaining non-me stitution on the list is Little R Community College, A studen officer at the college, who also not to be identified, said b Floop had acknowledged that it a definult problem becauseits could not legally deny themk

The officer said the colleges working with the Education I partment on a solution that w decrease defaults and keep the Small Colleges May Face Big Problems Over Court's Ruling on Animal Welfart

> pected to rule this year. eraments to provide aid to religious stitutions.

> > An Illinois court has ruled

tion because its activities "are

not so clearly related to the edu-

State officials have long main-

tained that clubs performing simi-

ar activities do not qualify for the

The lawyer for the Yale Club,

Donald L. Metzger, said the rul-

the state's position in court.

needs of Yale."

that a Yale University alumni

tional guidelines that would allow

ponents of the bonds were unsuccessful in challenging the city council's action but promised to in-

have not gone through the entire government-approval process. Optervene when the college presents the bonds before a state circuit court for "validation" as a legitimate public purpose. The two cases came as the U.S. Supreme Court was weighing

Legal skirmishes in two states

have drawn new attention to the

isse of whether the use of tax-free

the doctrine of church-state sepa-

Both cases—a lawsuit in federal

versity and a potential lawsuit in a Virginia state court concerning Re-

gent University—deal with the col-

kges' use of tax-free industrial rev-

struction projects.

Bonds Already Sold

politan Government.

enue bonds to finance campus con-

The Lipscomb challenge affects

\$15-million in bonds that have al-

resdy been authorized and sold

with the endorsement of the Nash-

ville and Davidson County Metro-

The Regent case concerns \$10-

million worth of bonds that were

authorized by the Virginia Beach City Council in June but that

court against David Lipscomb Uni-

bonds by religious colleges violates

poses, except in cases where the case that could dramatically istitutions are so sectarian that change the legal rules defining govany kind of aid would inevitably emment involvement with religion. advance the religion involved. That case deals with prayer at Institutions that use tax-free publichigh-school graduation cerebonds can borrow money at belowmonies. The Bush Administration market rates because buyers of the has asked the Supreme Court to bonds accept lower interest rates in use the case to throw out the standards it has used since 1971 and exchange for not having to pay replace them with new constitutions state or federal tax on the income.

Groups that advocate strict separation of church and state say algreater government aid to religious stitutions, including aid provided lowing the colleges to use such through bonds. The Court is ex- bonds violates the separation principle by providing indirect govern-The current standards allow gov- ment subsidies to the religious in-

colleges for non-religious pur-

Last year the Supreme Court of Virginia upheld that line of thinking in a case involving Liberty University. The unanimous ruling said that because Liberty was "pervahas applicability in Tennessee. sively sectarian," it would be un-Says Joseph Johnston, the lawconstitutional to allow the institution to benefit from a \$60-million

by Lynchburg city officials. The Facts Are Very Close'

bond issue previously authorized

Opponents of the bonds for Lipscomb and Regent Universities make the same argument.

The Virginia case is not controlling in Tennessee, but the lawyer for Americans for Religious Liber-

The Rev. Tom Baker, a plaintiff against David Lipscomb U., says its leaders ty and the five other Tennessee plaintiffs said that because the Virginia Supreme Court had made its ruling on both state and federal constitutional grounds, the case

yer: "The facts are very, very

Officials at both Lipscomb and Regent, however, insist that their cases are different. They say their institutions are not controlled by religion to the same degree as is Liberty Lipscomb officials also note that 14 other religiously affiliated colleges in Tennessee have used similar tax-exempt financing.

Church-State Doctrine Gets New Attention in Disputes Over Bonds for Religious Colleges Churches of Christ and requires its full-time students to attend daily Bible classes and chapel services. According to the institution's bylaws, all employees, except those in food service and buildings and grounds, are expected to be members in good standing in the Churches of Christ.

Statement of Faith

Regent, previously known as CBN University, is a graduate school founded by the religious broadcaster Pat Robertson. Application forms mailed as recently as last summer ask students to sign a statement of faith that reflects fundamentalist religious views and a commitment to the mission of "world-wide evangelization." The university is not affiliated with any particular church, and, according. to its spokeswoman, 26 denominations are represented in its student

Lipscomb's president, Harold Hazelip, says his institution differs from Liberty because it is not controlled by a single church. He adds: "We have a value system but it is not forced."

The Rev. Tom Baker, a Presbyterian minister who is one of the plaintiffs in the case against Lipscomb and Nashville, says the fact that other religious colleges have benefited from such bonds is irrele-

Moreover, he says, Lipscomb's leaders place "a heavier emphasis on their form of religion than others." Mr. Baker says he has no hostility toward Lipscomb. But, he says, "I just think everybody should carry their own bucket of

Setback for Opponents

Before the religious nature of Libscomb and Regent can be established in court, the cases must get to the trial stage.

Opponents of Lipscomb's use of bonds were dealt a setback this month when a federal magistrate in Tennessee recommended that the case be dismissed without a trial.

Magistrate Kent Sandidge said the plaintiffs had not shown that the bond issue had injured them as. taxpayers. The plaintiffs say the magistrate misunderstood the requirements for standing in taxpayer suits and plan to appeal.

Regent, meanwhile, has delayed the final stage of the process for obtaining tax-exempt financing. Opponents of the bonds say they believe Regent is waiting to see if the U.S. Supreme Court case creates a friendlier legal climate for such bonds.

Joseph Conn, a spokesman for Americans United for Separation of Church and State, the organization that fought Liberty's bonds, says it appears that Regent hopes "that the Court will lower the ruleof separation enough that they can go over" it.

The Regent spokeswoman says that to her knowledge the institution is not waiting for the Supreme Court to act, and that Regent officials expect that this bond issue, like the \$4-million one they received in 1984, will ultimately be approved.

STATE NOTES

place "a heavier emphasis on their form of religion than others."

■ lilinois court rules Yale alumni group ineligible for sales-tax exemption

■ South Carolina's ethics law may bar payments for faculty travel costs

use of research animals and must also review and approve sections "I think the court of grant applications that describe

Bowling Green.

medical Research.

ruling will make little difference in the lives

of the vast majority of mice and rats used in

ties to police themselves. Valerie research." ernment's 1989 default rate for the animals to the regulations would Legal Defense Fund, said that the lations, there are extra costs and portion of the college's loans guarportion of the college's loans guarmake little difference to most renumber of the college's loans guarmake little difference to most renumber of most renumber of unitary guidelines;

NIH rules "are simply guidelines;

more details to be followed. The

of unimals used in research
of unimals used in research
of unimals used in research anteed by the state agency in Michsearch institutions because their
they leave a lot of discretion to the
new regulations will probably be igan was 20 percentage points too animals are already protected by research institution. The Animal more precise about space require-Welfare regulations are much more ments, and we may have to purand Public Health Service guide- specific for things like food, water, chase new cages," he said. "These

a small school can't usually toler-Also, she said, the Animal Wel- ate." able when it is comes to pinpointmake little difference in the lives
quent and stringent inspections by
index a vacily when a default ocof the vast majority of mice
the Agriculture Department. feel that we are already providing appeal the court decision.

and rats used in research," he Smaller institutions, which do the best possible care of these ed by the legislation. He said The NIH guidelines require that themselves to birds, mice, and little federal research and limit mals in terms of training, care, handling. The health of animal the 20-year policy of exempting institutions designate an official rats, may be most affected by the critical for good research. rats, mice, and birds from the who is responsible for the institu- new regulations, said Barbara Betty Zimmerberg Glick, 20 APP legislation was "arbitrary and cation's laboratory-animal program. Rich, executive vice-president of ant professor of psychology The regulations also require that the National Association for Biochairwoman of the Institut Animal Use and Care Come Jaak Panksepp, a professor of at Williams College. 'How Are They Going to Int.

psychobiology at Bowling Green University School of Veterinary well as a veterinarian with training birds, rats, and mice to the regula-State University, said that adding Raiph Dell, a professor of print

rics at Columbia University G tions "may change the research dramatically" at institutions like lege of Physicians and Sugar said the biggest hardship impos by the addition of rats, micr. st birds to the welfare regulates "Every time there are new reguwould be felt at the Agriculture: partment, which has to enfort regulations.

"How in the world are they ing to do it?" he asked. "They 40 or 50 inspectors to go around country looking at how man dents are treated, and non-roles only make up about 10 per research animals. They are por to need a major-league increase the number of inspectors, s mice and rats make up 90 per 6 question is, Where are they to get enough money and many er to enforce the regulations?

Kendra Pratt, a spokeswi for the Animal and Plant Health spection Service of the Agricults Department, said the departs was meeting with Justice Dep

edge that the club raised money for scholarships and that its stugroup does not qualify as a dent-recruiting activities were charity for an exemption from conducted under university propaying sales taxes because its cedures. He also said that the derecruiting and fund-raising cision's repeated references to at conferences.

were very important."

The State Supreme Court has

Chicago did not qualify for the ex- cause we're helping send a lot of college officials to discuss the formance of his or her official duemption as an educational institu-Metzger said the actual impact of the ruling was not that great becational goals or administrative cause the club did not typically spend a lot of money on goods, "but we felt that the principles

ing did not adequately acknowling South Carolina say the

sweeping that it may prohibit tive session.
the reimbursement of faculty This week sent research results or speak Fred R. Sheheen, commission-

said, "we didn't get a definitive answer" to questions about hon-

mission and Secretary of State's cials say. office are still reviewing it. They Said Francis Canavan, asso-

state's new ethics law is so to consider in the current legisla-This week the state Ethics

ly troubling for higher-education officials. Under the law, which Yale, not the taxpaying public. Showed that the court might have the Appellance of the state of The Appellate Court of Illinois been influenced by parochialism. executive director of the state employee may not accept pay-"Illinois taxpayers benefit be- Ethics Commission had met with ments or gifts related to the per-

That appears to prohibit faculty members and college officials oraria and travel reimbursement. from accepting travel expenses or The law is a voluminous docu- honoraria from non-state agenment, and the state Ethics Com- cies or organizations, state offi-

have issued opinions on a case- ciate vice-president for public afthe first such group to challenge denied the club's request tor an appeal. —GOLDIE BLUMENSTYK the state's providing to th They also are compiling a list of for all travel for faculty members, Higher-education officials recommended changes and it would be an enormous buramendments for state lawmakers den." —MARY CRYSTAL CAGE





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WASHINGTON UPDATE

■ New federal committee will study future of higher education

■ NIH to add funds for projects involving disabled researchers

■ Temple U. prevalls in dispute over state Medicald payments

A top Education Department official, contending that higher education doès not have a vision for the future, has established a committee to examine the challenges that colleges, universities, and trade schools will face in the next century.

Carolynn Reid-Wallace, Assistant Secretary for postsecondary education, told reporters last week that the "21st Century Committee" would examine student demo- rv." he said. graphics and "think boldly and creatively" about the future. "What ought we to be teaching (students) and what kinds of issues ought we to be addressing?" she said.

Charles H. Karelis, director of the Fund for the Improvement of Postsecondary Education, will the NIH. head the committee of department personnel, which will seek advice from college administrators, business leaders, and lawmakers. Ms. Reid-Wallace said the committee's work would help colleges and

"In the higher-education community, we have not, for whatever reason, articulated an intellectual vision," she said. "We've just not

In response to a question about whether the Education Department would provide more money for student aid if the committee concluded that such funds were needed, Ms. Reid-Wallace gave no assurances. "I would be very surprised if there was a student in this country who wanted to go to college who could not find a package of grants and loans that would support not the full cost of college, but a significant portion of that cost," she said. "I'd be very, very surprised if we could come up with 10 such students in all of America."

Ms. Reid-Wallace said many things needed to be done to improve higher education that did not require additional funds, such as finding ways to encourage more female and minority-group students to pursue science and engineering. -THOMAS J. DELOUGHRY

The National Institutes of Health will begin this month to provide supplemental funds to grant recipients who work with disabled faculty members or

students on research projects. The program was started in response to a 1989 report by the President's Task Force on Women, Minorities, and the Handicapped that stated that few disabled individuals were pursuing careers in science and engineering, according to Walter Schaffer, director of the Office of Research Training and Special

Programs at NiH. Visually impaired, deaf, mentally or emotionally ill, and learningdisabled students and faculty members are eligible to participate in the program, Mr. Schaffer said. "The disabled student or faculty

project in a very real way," he stated. "We will not give extra funds legal hands of hospital operator to projects where disabled individuals are just washing dishes or their states are shortchanging then feeding the rats."

Money will be provided for the salaries and certain expenses of the disabled student or faculty member. Also, money will go for equipment "that could help the individual with disabilities in the laborato-

Mr. Schaffer said the approach was based on a program that provides extra money to investigators who work with minority students and faculty members.

He said it was too early to know how much the program would cost

Temple University and other operators of hospitals that serve like Temple's, serve a dispropolarge numbers of poor patients won a legal victory last week "serve as a foundation for our when the U.S. Supreme Court work in this office for the next few let stand a ruling favoring Temple in its dispute with the state quate." of Pennsylvania over Medicaid payments.

In declining to hear the case, the Court upheld two lower-court rulings that said Pennsylvania's reimbursements to Temple for its cost of serving Medicaid patients were inadequate and therefore illegal.

The Court's action directly affects only the states in the Third Circuit Court of Appeals—Delaware, New Jersey, and Pennsylva-

throughout the nation who believe in Medicaid reimbursements.

"This decision means the states do not have a free hand in cuting their Medicaid appropriation simply to satisfy their budgetary needs." said George E. Moor. university counsel at Temple.

Medicaid, the federal program that provides medical care for the poor, require states to pay about

Temple and 130 other hospital operators challenged Pennsylvaniu's reimbursement rates in 1988 after the state reduced its Medicaid --- STEPHEN BURD spending by 14 per cent for budge tary reusons. The state also inposed a cap on the surcharge his required to pay to hospitals that. tionate number of indigent pstients. The federal district and an peals courts agreed that the new rates were "arbitrary and inade-

Lawyers for Pennsylvania askd the Supreme Court to take the cast and reverse the rulings to preventa "torrent" of lawsuits that could' timately result in states' being forced to make cutbacks in other also said the lower courts had exceeded their authority in requiring Pennsylvania to increase its rein-

WASHINGTON ALMANAC

IN FEDERAL AGENCIES

Energy conservation. The Departmen of Energy has proposed rules that would clarify procedures for partici-pation in the Institutional Conservapation in the institutional Conserva-tion Program, which provides grants to colleges for conducting audits to increase energy efficiency in their buildings. Comments from the public must be received by February 14 (Federal Register, January 6, Pages 432-63).

iesearch. The Department of Energy has issued final rules that make changes in its policies for awarding research grants and set forth procedures for using human subjects in research (Federal Register, January 2,

Pages (-3). Veterans Affairs has pro-partment of Veterans Affairs has pro-posed rules that would revise provi-sions for determining whother a per-aon receiving benefits can change programs of education. Comments from the public must be received by Pebruary 10 (Federal Register, Janu-ary 9, Pages 865-6).

RESSIONAL HEARINGS

Since changes frequently occur with little advance notice, it is advisable to check with committees on or neur

HOUSE OF REPRESENTATIVES

indirect costs. January 30. Hearing on federal payments to colleges for the indirect costs of federally supported research. Contact: House Energy and Commerce Subcommittee on Oversight and Investigations; (202) 225-

National Science Foundation. February 25, 26. Hearings on the reauthoriza-tion of the National Science Founda-

tion. Contact: House Science, Space, and Technology Subcommittee on Science; (202) 225-8844.
Science education. February 27. Hear-

ing on science education. Contact: House Science, Space, and Technology Subcommittee on Science; (202)

making permonent a number of tex-breaks, including deductions for bus-ness-sponsored research, donalous of art to muscums, and employee-ducation benefits. Contact: House Committee on Ways and Means; (202) 225-3625.

aomi K. Cohen, a state representativ Naomi K. Cohen, a state representative from Connecticut, has been responited by Education Secretary Lamar Alexander to the National Assessment Cloverning Board.
William Hisa, vice-president for pullificative services and dean of admissistrative services and dean of admissistrative services.

sions at Bates College, has been appointed by Senate Majority Leader George J. Mitchell to the Advisory Villiam J. Hume, chairman of the board

of the Hasic American Foods Compa ny (San Francisco), has been appointed by Secretary Alexander to the No tional Assessment Governing Bu John A. Murphy, superintendent of the Churlotte-Mecklenburg Schools (N.C.), has been appointed by Sectlary Alexander to the National Assessment Guverning Board.
Helen H. Ollison, a student at the Graduate School of Business Administration at the University of Michigan tion at the University of Secretary Al

has been appointed by Secretary texander to the Advisory Committee on Student Financial Ass Konny J. Williams, professor of English at Duke University, has been nominated by President Bush to the National Council on the Humanities.

(live

lows State University has companies that refused to pay royalites on a patent it holds on a electronic device used in 'acsimile machines. In 1990, the Iowa State University Research Foundation told

boul 40 fax-machine manufacturers that they were infringing on its patent for the device, developed by an lown gaduate student. The foundation aked the companies to pay a licensing fee on sales of machines using the device from 1985 to 1990, when the patent expired. Several companies paid. Others at working out payment agreements estimated in the tens of millions of dollars, campus officials say. But

wo companies have refused. The foundation filed a lawsuit in rderal District Court in Des Moines has month against the companies. lurata Manufacturing Co. 1.td. and the NEC Corporation. The suit alleges both compunies infringed on heuniversity's patent and seeks

According to an article in The New York Times, Stewart Lubitz, an atomey for Murata, said, "We needed time to fully understand the matter, and they couldn't give us any more time."

A new book written by four sholars warns that future students will suffer if colleges and universities don't solve their conomic problems.

The book, Economic Challenges Higher Education, was released his month by the University of Chicago Press. Written by four conomists from Cornell, Duke, and Vanderbilt Universities, the book was a project of the National Bureau of Economic Research, Supported by the Andrew W. Mellon Foundation.

Economic Challenges analyzes mblems concerning educators by aplaining how higher education is dicted by the nation's economy. It also proposes cures for ailing tolleges. Among other ideas, it ecommends that colleges hire more professors without Ph.D.'s.

Hiram College is getting bugh with students who don't my overdue tuition bills: It has ocked the students out of their dermitory rooms.

Last fall, the college warned that students who failed to pay their bills d be barred from classes and dermitories. Officials extimated the mpaid bills totaled several hundred thousand dollars. When students with overdue bills

returned this semester, they found that locks on their dormitory-room doors had been changed. To get new keys, the students and their parents had to work out payment plans with ^{colle}ge officials.

Himm's strategy infuriated many. But only two students, one of whom owed more than \$12,000, had to be barred from the campus because they failed to pay up.

Business & Philanthropy



James Piereson of the John M. Olin Foundation: "Let's not raise questions about where funding comes from. All academic programs have to be funded. I'm not complaining that people on the other side are receiving funding, am 1?"

Olin Fund Gives Millions to Conservative Activities in Higher Education; Critics See Political Agenda

By LIZ McMILLEN

What do Allan Bloom, Dinesh D'Souza, Roger Kimball, William Bennett, the Madison Center for Educational Affairs, and the National Association of Scholars have in common? Besides being sharply critical of what they regard as the left-wing tilt of American higher education, they have received thousands of dollars from one source—the John M. Olin Foundation.

Over the last 10 years or so, the Olin Foundation has given millions to support student newspapers, think tanks, and prominent thinkers writing about higher education. In a relatively short time, it has earned a reputation as a highly successful grant maker. One foundation observer, noting its highly focused, strategic activities, calls it the most effective private foundation in the country.

It has also carned a few enemies.

The problem, as some academics see it, is the conservative cast of the foundation's goals and its use of millions of dollars to support activities that directly challenge the spread of diversity and multiculturalism on campuses. Far from promoting objective, dispassionate scholarship, as it claims, the Olin Foundation has an explicit political agenda, with ties to officials in the Republican Party, these critics argue.

Involved in the PC Debate

Olin has come under fire from Teachers for a Democratic Culture, for example, a group formed to defend curricular reforms. Trying to call at-

tention to the source of the financial backing of many critics of higher education, the group prepared a fact sheet about Olin grants that drew from the foundation's annual reports. The fact sheet was distributed at last month's annual meeting of the Modern Language Association.

"The whole issue of the politics of funding needs to be opened up and discussed much more thoroughly," says Gerald

Gerald Graff, left, of Teachers for a Democratic

issue of the politics of funding needs to be

opened up and discussed more thoroughly."

Culture, with co-director Gregory Jay: "The whole

Graff, a coordinator of Teachers for a Democratic Culture and an English professor at the University of Chicago.

As the debate simmers over "political correctness" and what should be taught in college curricula, the question of who supports what is a hot issue these days. The Olin Foundation, more than any other conservative fund, has become a player in that debate. And that makes its directors very

James Piereson, the foundation's executive director, says Olin's grant support is aimed at opening up a "closed community" at colleges, where ideas that don't coincide with the prevailing "orthodoxy" are deemed racist or sexist. " 'Totalitarian' is not quite the right word for it, nor is 'authoritarian,' " Mr. Piereson says. "It's certainly repressive. Whatever it is, it's bad for higher edu-

Open About Its Goals

Although the foundation is open about its goals and the kind of projects it supports, Mr. Piereson challenged the use of the word "ideological" to describe the foundation's activities. ' 'ldeology' suggests an orthodoxy,'

Mr. Piereson says. " 'Philosophical principles' might be a better way to characterize it. We have a different understanding of what is at stake here.'

Criticisms about sources of financial support strike Mr. Piereson as an attempt to silence debate. "Let's not Continued on Following Page



Olin Fund Gives Millions to Conservative Activities

Continued From Preceding Page raise questions about where fund- sion about who will get grants; ing comes from," Mr. Piereson about one in four applicants re- Among conservative intellectusays. "All academic programs ceives support. Many grants are re- als, the fund has many fans, but it versity of California at Irvine, have to be funded. I'm not complaining that people on the other side are receiving funding, am 1?"

With assets of about \$70-million. the Olin Foundation ranks 266th among the country's large foundations in terms of overall wealth, but in terms of grant making, the foundation ranks much higher, 49th. By federal law, a foundation must spend at least 5 per cent of its assets for charity. Olin awarded more than a quarter of its assets last year-more than \$19-million.

Over the years, the foundation has awarded an increasing propor- can institutions, and law and the tion of its assets-a move, Mr. Piereson says, to eventually spend itself out of existence. "Mr. Olin didn't want it to be a permanent foundation, because they tend to get captured by people with different interests," he explains.

Major Defense Supplier

Although the foundation was established in 1953, it didn't begin significant grant making until the death of its donor in 1982. John Merrill Olin was the son of Franklin M. Olin, the founder of one of the companies that eventually became the Olin Corporation, a large manufacturing company that today produces chemicals, metal products, industrial papers, skis, and sporting ammunition. The company is also a major defense supplier.

In 1977, Mr. Olin chose William E. Simon, former Treasury Secretary under Presidents Nixon and Ford, to succeed him as president of the foundation. Mr. Simon conother trustees make the final deci- million last year, but tend to

reflect or strengthen the economic, political, and cultural institutions private enterprise is based." The any foundation in the country. tion of Scholars, which bills itself foundation's Board of Trustees has authorized grants in four areas: public-policy research, strategic and international studies. Ameri-

awarded last year, about \$12-million went to higher education. Sev-Chicago in the 1960's that applies machine." economic principles to the study of the law. (Although many law and economics scholars maintain that the discipline does not have a political agenda associated with it, the field has been criticized by some scholars on the left for its orientaics.) Several million also went for Olin faculty fellowships in various

between the grants the foundation awards for research on economic. legal, and other public-policy topics—grants awarded on the basis of scholarly merit, he adds-and those related to the political-correctness debate. The latter, Mr. the show," Mr. Nielsen says. "If

Recipients of Olin Grants: a Sampler

For an idea of who's hot on I the academic right, a look at the annual report of the John M. Olin Foundation is instructive. Listed among the Olin Foundation's grant recipients in 1991 are many of the critics who have recently made a name for themselves writing about what they believe to be the leftist bias in higher educa-

A sampling of the grants that the foundation awarded last year, according to its forthcoming annual report:

■ \$98,400 for a research fellowship for Dinesh D'Souze at the American Enterprise in-

individual Rights, in Washing- college newspapers and for freedom defense fund."

= \$125,000 to the National Association of Scholars for educational activities,

■ \$20,000 to Clark University for a book by Christina Hoff Sommers on academic femi-

= \$800,000 to the University: of .Chicago for programs and fellowships at the Oiln Center, a program directed by Allan

grant recipients about proposals.

Of the \$19-million that Olin

disciplines. Mr. Piereson draws a distinction

■ \$25,000 to the Manhattan Institute for Public Policy Research for research on multioul.

turalism by Linda Chavez, ■ \$92,000 to Vanderbilt University for a project run by Chester E. Finn, Jr., "to advance [the] movement for educational # \$18,000 to New York Unj-

versity for a book by Carol lannone on multiculturalism. In addition, at a meeting last month, the foundation approved several other grants:

■ \$175,000 to the Hudson Institute for a fellowship for . William J. Bennett 🗠 🙃

\$114,000 to the Madison Center for Educational Affairs = \$100,000 to the Center for for the Collegiate Network of "Diversity" magazine. The foundation also approved a \$60,000 grant to the center for "The Common Sense Guide to

American Law Schools," ■ \$100,000 to the National Association of Scholars to astabilsh the National Academy for the Advancement of the Liberal Arts, which is intended to serve as an alternative accred. iting group to the Middle States Association of Colleges and Schools, ...

"somewhat overstated."

newed each year, but occasionally even has a few admirers among Olin will solicit the opinions of people unsympathetic with its The general purpose of the foun-self as someone with great differadviser to several major foundations and a noted observer of phiupon which the American heritage lanthropy, says Olin has the most of constitutional government and focused and effective strategy of

bate on campuses. "The Olin that certain ideas are aired to Foundation has massive resources at its disposal, a phenomenal amount of money to support these kinds of activities," says Jon Wiener, a history professor at the Uniwhose essay on the Olin Foundation is included in a new book, Progoals. Although he describes him- fessors, Politics and Pop. "The other side has nothing to compare dation, as laid out by Mr. Olin, is to ences with the positions Olin sup- to it. There's an imbalance be-"provide support for projects that ports, Waldemar A. Nielsen, an tween the resources of the academ-

ic right and the academic left." Mr. Wiener and other critics of Olin have sharp complaints for its support of the National Associa-

"Look at the mush and incoherence coming

out of other foundations. In comparison, Olin

is a sharp-edged, attacking machine."

"Look at the mush and incoher- as a mainstream organization made

problems of the day, had a "hand Richardson Charitable Trust. in glove" relationship with the govshift the intellectual debate.

'Dumbbells and romantics'

"It's a goddamned shame that the neoconservatives have stolen association." tinues to serve in that role. As with Piereson says, constitute a small the liberals feel they're not getting Klux Klan, people could draw sitting around bellyaching about it

and do something." Some people argue that the Olin thur Foundations as examples. been accused unfairly of politiciz- college campuses." ing scholarship while liberal foundations have escaped that criticism, by and large," says Leslie Lenkowsky, president of the Hudson Institute, a conservative think

Stanley Aronowitz, a professor of sociology at the Graduate Center of the City University of New York, says that apart from their point of view, the Olin Foundation and other conservative funds "are not doing anything that different than what Ford, MacArthur, and Rockefeller have been doing for a

"They're just not our guys, that's all."

Other academics argue that Olin is different from other funds in several important ways. Says Donald Lazere, professor of English at California Polytechnic State University at San Luis Obispo: "Foundations that fund liberal causes, none of them have party affiliations, and none have political agendas or mandates as do Olin, Scaife, Gifts & Bequests

and the Heritage Foundation." Other critics say Olin has had a distorting effect on intellectual de-

eral million went to universities for ence coming out of other founda- up of people of diverse political programs in law and economics, a tions," he says. "In comparison, persuasions opposed to the "politifield developed at the University of Olin is a sharp-edged, attacking cization of academic life." With an annual budget of almost \$900,000. Mr. Nielsen, who has written the NAS has received grants from two histories of major foundations, several other conservative foundanotes that the 1960's were the tions, including the Sarah Scuife "heyday" of liberal foundations, and the Lynde and Harry Bradley which, in addressing the social Foundations and the H. Smith

tions learned from those efforts, he servative when most of its money says, but they developed a much comes from conservative foundasharper edge in their attempts to tions. "This shows what has been that it is a right-wing group," says

Stephen H. Balch, president of the liberal foundations are filled the NAS, says such criticism is an with dumbbells and romantics, and attempt to condemn using "guilt by

their views out, they should stop some obvious conclusions," Mr. Foundation is no more partisan nization. Nor do we have responsithan others associated with liberal bility for everything they do." Mr. causes, pointing to the Ford and Bulch adds that criticism of the John D. and Catherine T. MacAr-sources of the NAS's support are a "Conservative foundations have tellectual atmosphere prevalent on body has that kind of power."

Foundation Grants

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tion toward free-market econom- ernment. Conservative founda- for the NAS not to call itself conevident about the NAS all along-

claim about subsidy are much Mr. Wiener. market. They aren't caming a liing based on the sale of the it, but it's peculiar that this is be

Balch says, "Yes, we are funded by Olin. But that doesn't mean that Olin and the NAS are the same orga-"manifestation of the unhealthy in- out in advance," he says. "W

Even those critical of Olin ad- effective, and I think we have mire the way it has been able to see pretty good batting average."

Black colleges. For the capital campaign: \$3.7-million to United Negro College

Adolescence. For an analysis of the determinants during adolescence of future success in life: \$107,069 over three years to

tmerican studies. For historical research

on Protestantism and social change in American history: \$795,355 over three years to Harvard U. Bovernance. For research on changes in trusteeship: \$970,679 over three years to Harvard U. Bovernance.

Tale U.

Theological education. For a curriculum for theological students that incorporates education on Issues of public life: \$508,527 over two years to Harvard U.

note that it has been very elein establishing a system by w authors are given money to. books, networks of like thinkers are created, and m zines or student newspapen

Business & Philan

The Dartmouth Review at 15

sored. The Madison Center feet

ucational Affairs, which just

ceived \$115,000 from Olin, (se

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Mr. D'Souza received a Ste

fellowship, financed by the (r

Foundation, from the Americ Enterprise Institute Americ

\$20,000 in Olin money awarden

the institute last year for "proc.

tion" of the book purchased

copies, which were distributed

Although the foundation

been "indirectly" involved, (

has not been responsible for his

reer, Mr. D'Souza says. "k'st

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that Olin has done." he says.

ter off than I am," he continue

"They aren't people workingst

books. There's nothing wrong wi

portrayed as a sleazy business."

director, scoffs at suggestions in

the rise to prominence of M

D'Souza and other writers chick

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"The way this is framed

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Siling College. For support of progress \$2.5-million from the estate of Edgia Day Hallstein.

Harvard University. For a facility for the facil

Harvard University. For a facility for the school's legal-services center for an edge of the school services of the school for and Dorr.

Juilliard School. For a new residence be S5-million from Rosemary Wilson.

Miami University (Ohlo). For a profession in the humanities: \$1.2-million for

Adaline McCullough.
Ripon College. Por a professorship a conomics: \$1-million from Patrick Park.
Francis.

each for America. For support

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ship in the human John W. Altman.

ed by the foundation.

PRIVATE SUPPORT

Mr. Piereson, Olin's executiv

"Most of the people making!

friends of the foundation.

'Indirectly' Involved

student publications.

A new study has found that black and Hispanic students college than do white students when all have the same

"It's a great system," says Wiener. "I wish those on the Robert M. Hauser, director of the had the resources to do the sea The system, he says, was a the University of Wisconsin at cessful with Mr. D'Souza, ut. of Illiberal Education: the Po-Population Surveys from 1972 to of Ruce and Sex on Cars, 1988. The surveys are conducted D'Souza is everything the hoped for and dreamed of form last decade," he says.

Mr. Hauser said that minority students might be more likely to attend college than whites from similar backgrounds because they are more likely to have difficulty high school. "When you don't have opportunities in the labor market, you have to keep going to school, said Mr. Hauser. "In the black community, more schooling has and prestige."

The report on the study also notes that although the number of black students entering college has been increasing, the proportion of

Copies of the report: "Trends in College Entry Among Whites, Blacks, and Hispanics, 1972-1988," are available for \$3.50 each from the institute for Research on Poverty. 1180 Observatory Drive, 3412 Social Science Building, University of Wisconsin, Madison, Wis. 53706.

A University of Flouston faternity, whose members have long been criticized for holding unraly parties and vandalizing property, has been shut down. The decision to revoke the charter of Sigma Alpha Epsilon's campus chapter was made last month by the fraternity's nutional

an incident last summer in which a woman's fingertip was bitten off. allegedly by a fraternity member. National fraternity leaders will consider reinstating the chapter in four years. University officials had earlier suspended the chapter's registration because of complaints

Students from a historically black college and a predominantly white institution are getting to know each other better by living in each other's ories, attending conferences together, and Haging joint performances. The partnership between the minantly white Lynchburg College and historically black

from the community.

Teach for America. For support of postumes: \$3-million over three years for Philip Morris Companies Inc.
Tri-State University. For renovation of a cilities for educational programs at arts and humanities: \$1-million for Charles and Nancy Taylor.
University of Alabama. For professorible: \$1.8-million from the estate of John f. Virginia Union University is intended to promote racial harmony among students and to improve their Aderstanding of cultural diversity. Established by a two-year grant from the Jesse Ball du Pont Religious. scholarships for women in the scholarships for women in the scholarships for women in the scholarship from the sch Charitable, and Educational Fund. he program encourages interaction niversity of Florida. For the departs between students and faculty and staff members on the two campuses. electrical engineering: electrons software valued at \$10.5-million

stand a better chance of going to economic background.

Institute for Research on Poverty as Madison, based his study on Current every October by the Bureau of the

inding jobs after they graduate from been the traditional route to mobility

black high-school graduates who go onto college has been declining since the late 1980's.

organization. The action followed

421 colleges and universities.

Describe Their Political Views

1971 73 75 77 79 81 83 86 87 89 91

Black students showed largest two-year gain since 1980, to reach high of 1.2 million, U.S. reports a new report that included the Education Department's 1990 enrollment statistics, called the minority-group figures "encouraging signs for the future" but warned that

Minority-Group Enrollment at Colleges Rose 10%

From 1988 to 1990, Reaching Record Levels

In a report of its biennial survey on the racial and ethnic characteristics of college students, the department cited the follow-

ing figures: From 1988 to 1990, the enrollment of American Indians and Alaskan Natives rose 10.8 per cent, to 103,000.

By JEAN EVANGELAUF

The college enrollment of minority-

group members rose 10 per cent from 1988

to 1990, reaching record levels for all

groups, the U.S. Department of Education

said last week.

WASHINGTON

Students

■ The enrollment of Asian and Pacific Islanders climbed 11.7 per cent, to 555,000.

■ The number of black, non-Hispanic students increased 8.2 per cent, to 1.223.000 "The ranks of Hispanic students rose

11.5 per cent, to 758,000. ■ The number of white, non-Hispanic college students went up 3.8 per cent, to

10,675,000. ■ The enrollment of foreign students non-resident aliens studying in the United States on a temporary basis-grew 10 per

cent. to 397,000. Over all, white students accounted for 77.9 per cent of the 13.7 million students enrolled in 1990, followed by blacks, 8.9 per cent; Hispanics, 5.5 per cent; Asians, 4 per cent; foreigners, 2.9 per cent; and

American Indians, 0.8 per cent. The American Council on Education, in

the gains were threatened by the current economic recession.

"We cannot allow attempts to balance federal and state budgets to eradicate efforts on behalf of minorities in higher education," said Robert H. Atwell, the coun-

cil's president. "We would be wrong to look at the numbers, see progress, and conclude that re-

cruitment and retention programs on behalf of underserved groups are no longer necessary," he continued. "We made that mistake in the late 1970's, and we have been struggling ever since to regain those lost advances.'

The enrollment of black students, a key

1990 Racial and Ethnic **Enrollment and 2-Year Gains**

	Enrollment	2-year goine
American Indian	103,000	10.89
Asian	555,000	11.7
Black	1,223,000	8.2
Hispanic	758,000	
White	10,675,000	3.8
Foreign		10.0
Total	13,710,000	5.1

concern among educators and policy makers, showed the largest two-year gain since

From 1988 to 1990, the number of black male students grew 7.4 per cent, to 476,000. That total edged past the previous high of 470,000 reached in 1976, the year the survey was first conducted. The number of black female students rose 8.7 per cent from 1988 to 1990, reaching a record high of 747,000.

College-Going Rate Is Stable

Although black enrollment rose 10.5 per cent during the 1980's, the college-going rate of blacks remained stable. During the decade, the proportion of 18-to-24-yearold black high-school graduates enrolled in college averaged about 28 per cent, according to Census Bureau statistics cited in the department report.

The enrollment of Hispanic students followed a similar pattern. The number of such students jumped nearly 61 per cent from 1980 to 1990, but the college-going rate of 18-to-24-year-old Hispanic highschool graduates remained steady at about 29 per cent.

In contrast, the college-going rate of white youths increased from 33 per cent in 1981 to 40 per cent in 1989, while the number of white students rose 8.6 per cent from 1980 to 1990.

Because of an inadequate sample size. figures on the college-participation levels Continued on Page A37

More Freshmen Say They Are Choosing Colleges Based on Costs

By MICHELE N-K COLLISON

More than in the past, students now let their pocketbooks guide them when it comes to choosing a college, a wide-ranging survey of freshmen has found.

The survey was conducted last summer and fall by the Higher Education Research Institute at the University of California at Los Angeles. The results are based on responses from 210,000 students enrolled at

How College Freshmen

SOURCE UCLA

Twenty-seven per cent of the students surveyed said they had selected their colleges because of low tuition. In 1990, 23 per cent of the freshmen reported doing so.

The proportion of students who said they had chosen a college based on offers of financial aid also increased-to 28 per cent, up from 25 percent in 1990. In addition, more students said they had chosen their college or university because it was close enough that they could commute to the campus and hence save money. Twenty-one per cent of the students questioned in 1991 said they had selected a college because it was near their home, compared with 20 per cent in 1990.

More Plan to Get Jobs

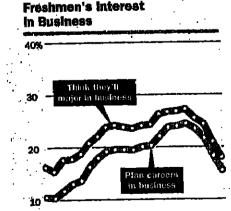
More students also must work their college expenses, the survey found. Thirty-seven per cent of the students surveyed in 1991 said there was a "very good chance" that they would have to get a job to help pay for college. In 1990, 34 per cent thought they would have to work. The number of students who said they would have to work full time to pay their college expenses rose to 4.8 per cent in 1991 from 3.5 per cent in 1988.

"Taken together, these figures suggest that neither financial aid nor personal or family resources are keeping pace with the costs of attending college," said Eric L.

Dey, associate director of the survey, in a report describing the findings.

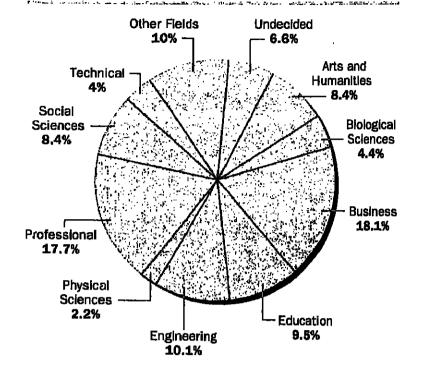
"Apparently, economic realities are forcing many students not only to go to work while attending college, but also to choose colleges on the basis of economic, rather than educational considerations."

Mr. Dey said. Steep tuition increases at many colleges made students look to the institutions that Continued on Page A36



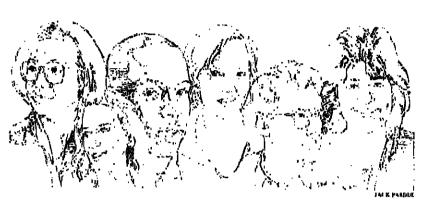
1971 73 75 77 79 81 83 85 87 89 91 SOURCE: UCLA

Probable Major Fleid of Study



Fact File

This Year's College Freshmen: **Attitudes and Characteristics**



Agé on December 31, 1	991
16 or younger	0.1%
17	2.0
18	66.4
19	23.6
20	2.6
21-24	2.3
25-29	1.3
30-39	1.3
40-54	0.4
55 or older	0.0
Racial and ethnic backgr	ound '
American Indian	1.596
Asian-American	3.1
Black	9.2
White	83.4
Mexican-American	2.7
Puerto Rican-American	0.6
Other	1.9
hatikakan manishi in mengele	المراجعة المراجعة
Average grade in high sc	11001
A or A+	11.0%
A	12.5
B+	18.3
В	24.4
B	14.3
C+	12.2
Č	7.0
D	0.4
Year of high-school gradu	ation
1991	90.9%
1990	2.9
1989	0.9
1988 or earlier	3.4
High-school equivalency	
(GED test)	1.6
Never completed high school	0.3
Have had remedial work	ins
English	6.5%
Reading	6.2
Mathematics	11.1
Social studies	4.6
Science	4.9
Foreign language	4.6
Current religious preferen	00 🔻
Baptist	17.6%
Buddhist	0.3
	0.3
Episcopal	2.1

Lutheren 6.7 Methodist 8.8

 Methodist
 8.8

 Presbyterian
 3.9

 Quaker
 0.3

 Roman Catholic
 33.1

 Seventh-Day Adventist
 0.3

 United Church of Christ
 2.1

 Other Protestant
 4.3

 Other
 5.5

 None
 12.3

	Businessman 25.9	Mother's occupation	
Hearing 0.9% Speech 0.5	Member of clergy or religious worker	Artist (including performer)	1 34
	Engineer 7.7	Businesswonian	13 7
	Farmer or forester 4.0	Member of clergy or religious	
Learning	Lawyer 1,5	worker	0.2
Partially sighted or blind 2.2	Military career officer 2.2	Clerical worker	10.0
Other 1.6	Physician or dentist 1.9	Engineer	0.3
J. 1.0	Other health professional 1.2	Farmer or forester	0.6
	Research scientist 0.5	Homemaker (full-time)	15.0
Residence planned during fall term	Teacher or administrator, college 0.7	Lawyor	0.2
during fall form	Teacher or administrator.	Nurso	йo
And the second s	elementary school 0.0	Physician or dentist	0.4
With parents or relatives 29.1%	Teacher or administrator	Other health professional	1.9
ther private home or apartment 8.2	Secondary school 3 4	Research scientist	0.1
ollege domitory 59.6	Worker, skilled	Social, welfare, or recreation	
aternity or sorority house 0.3	Worker, semi-skilled A o	worker	16
ther campus housing 1.7	Worker, unskilled 3 5	Teacher or administrator, college	0.5
ther 1.1	Other occupation	Teacher or administrator.	•
1.1	Unemployed 3.0	elementary school	7.7
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Taking the state of the state o	Application a polyphiloti	Worker, skilled	2.2
or less 7.4%	(highest level)	Worker, skilled Worker, semi-skilled	2.8
to 10 7 a	·	Worker, unskilled	2.1
1 to 50 30.7	Grammar school or less 4.1%	Other occupation	21.3
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	28.7%	12.5%	
	28.7%	12.5%	
	28.7%	12.5%	
	28.1%	12.5%	
	28.1%	12.5%	
INSCIENCE	28.7%		
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rear controller of control	Engineer	a C Stalling a right agriculty transfer	49.6
No.	Farmer or rancher	0.7 Other savings	28.5
el degree planned	Foreign-service worker	0 7 Part-time job on campus	19.7
liege attended	Poreign-Service worker	0.3 Part-time job off campus	23 7
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	Stafford Loan	State :
6.1%	Other college loan 5.2	Colleg
1.9 9.6	Other loan	Other Other
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9.7	Received \$1,500 or more from:	Staffo Perkin
28	Parents, relatives, or friends . 48.1%	Other

Savings from summer work	6.5%
Other savings	5.7
Part-time job on campus	1.5
Part-time job off campus	1.4
Full-time job while in college	07
Peil Grant	7.2
Supplemental Educational	
Opportunity Grant	1.4
State scholarship	3.7
College Work-Study	1.8
Other college grant	10.5
Other private grant	2.4
Other govt, atd (ROTC, G1, etc.).	1.5
Stafford Loan	13.1
	18
Perkins Loan	2.9
Other college loan	
Other loan	3.2
Other source	1.3

Middle of - the Road

	-		•				
	Total	Mon	Women		Total	Men	Women 24.196
Grand Control of the				Military spending should be increased	26.0%	28.1%	24.1% 63.0
∰vities in the past year:			1	Alexander ebould be logal	63.0	63.0	23.2
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anded a religious servico	82.7%	30.8	29.3	u in the realst for two people who really like each			
s bored in class *	30 0	36.8	40 B	ather to have see even if they've known each	50.1	65.0	37.2
ticipated in organized demonstrations	39 0		61 0	other for a year short time	30.1	00.0	
led to complete homework on tunu	65 6	70.9	45 G	Advantage memorie nethidities are bost confined to	26.0	31.9	20.8
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atta work or reading for a class.	10.6	H H	85 t	As-turn should be invalized	20.0		
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roked cigarattos •	11.3	10 4	51.6	to the termination to have ISWS DICONDITION	42.2	53.4	32.5
ank beer	57.3	63.8	51.0 58.6	homogoruol reintionships	74.2		
ank wine or liquor	56 8	54 H		The shiel benefit of college is that it increases	71.0	75.2	67.3
8)90 up all night	7B H	79 9	77.9	one's earning power	. 4.0		
we a language other than English at home *	6.3	6.2	6.3	Employers should be allowed to require employees	80.8	79.1	82.3
ill overwhelmed by all I had to do	20.2	13 3	26 2	or ich poplicants to take drug tests	44.0		-
M depressed •	8.9	6 1	11.3	The book way to control AIDS IS (INTOUR)	66.4	66.3	66.5
Promed volunteer work	64 7	62.1	66 8	I I I I I I I I I I I I I I I I I I I	JU.7		
ine lete to class	54 0	57.0	51.4	Just because a man thinks that a woman has "led	87.1	80.4	92.8
^{eyeq} a musical instrument	37 2	34.8	39.4	him on does not entitle him to have sex with her	J		
att a leacher for advice after class	18 6	16.3	20.6	The government should do more to control the sale	78.1	66.8	87.B
weg in a student election	78 O	77 G	78 4	4 Landerson			
eu a personal comouter +	37 5	38 9	36.2	A national health-care plan is needed to cover	75.8	72.1	79.0
pro a nomework setianment :	31.1	28.8	33.0	everybody's medical costs	63.7	64.8	62.7
**************************************	20 5	23 9	176				
	31.5	35 8	27.9	Racial discrimination is no longer a major problem	20.3	22.8	18.0
emonstrated for change in some military policy	92	10.2	8.3				
the				The federal government should do more to	78.5	78.2	78.8
Resident motod as a second		a da ka m	nllege:		· 		
Resons noted as very important in	eciaing v	a ta ra ra	nispo.	l	31.3	35.0	28.0
Brenta wanted me to go	33 7%	31.9%	35 2%	hand shout changes in our society			
	73	G.7	7.9	Objectives considered essential of year	n. Iminari	ant:	
	156	15.5	15.7	Objectives considered essential of you	1. infilt on		
	78 G	77.7	79.4	and and an analysis of	10.1%	9.7%	10.5%
	100	• • •		Becoming accomplished in a performing art	67.6	69.4	66.1
dicess	60 7	535	66 9				
lo improve regulare and		326	41.6		53.2	53.9	52.6
Kothing batter to de	37.4	34	2 3		17.9	19.5	16.5
le become p more e to	28	305	43.0		39.6	33.6	44.7
to be able to make	37 2	77 1	72.6		67.7	66.4	68.9
Is learn more about money	74 7	69 4	76.4	Raising a family			
To learn more about things that interest rie	73 2		58.9	Raising a family Having administrative responsibility for the work	41.2	41.9	40.6
Pragrate Of Diolessibility of User	54 2	48 8		of others	73.7	77.3	70.5
A Marian Commence				of others Being very well-off financially	60.3	50.2	68.9
Ages strongly or somewhat that:		, ,	'	Being very well-off intertainty Helping others who are in difficulty	15.8	18.5	13.5
Grana.	-			Making a theoretical contribution to science	12.0	12.0	12.1
			70 SC	Making a theoretical contribution to service Writing original works	11.3	11.4	11.2
the consumer from faulty goods and services	69 1 %	65 1%	72.6%	Writing original works Creating artistic work	42.0	47.3	37.5
Gorament is not doing enough to central polition				Becoming successful in own business Becoming successful in own business			
solution lease should be released to control	85 5	84.4	86 5		31.3	30.4	32.0
land should be relised to reduce the federal				environment	43.2	41.6	44.6
deficit	25 5	29 3	22 2	environment Developing a meaningful philosophy of life	23.5	19.9	26.6
here is too much concern in the courts for the				Developing a meaning in principal principal principal principal in a community-action program	33.7	29.9	36.8
desired criminals	65 3	67.6	634	Participating in a community-action program Helping to promote racial understanding	37.1	39.9	34.7
\$ Box	05 4	• •		Helping to promote racial understanding Keeping up to date with political affaira	31.1		
* Requently only: all other activities frequently or occa-	e consider			I tetohorb at a			

Part-time lob off campus	1.4
Fuil-time job while in college	07
Peil Grant	7.2
Supplemental Educational	
Opportunity Grant	1.4
State scholarship	3.7
College Work-Study	1.8
Other college grant	10.5
Other private grant	2.4
Other govt. atd (ROTC, G1, etc.).	1.5
Stafford Loan	13.1
Perkins Loan	18
Other college loan	2.9
Other loan	3.2
Other source	1.3
Number of hours per we in the last year spent	вk
on these activities	٠.

	on these activities
	None:
	Studying or doing homework . 1.7%
	Socializing with friends 0.3
	Talking with toachers outside of
	class 8.8
	Exercising or sports 4.9
	Partying 14.9
	Working 26.8
	Volunteer work 47.0
	Student clubs or groups 29.2
	Watching television 4.3
	6 or more hours:
	Studying or doing homework . 38.1%
	Socializing with friends 77.1
l	Talking with teachers outside of
	class 5.6
١	Exercising or sports 48.2
l	Partying
١	Working 60.2
Į	Volunteer work 6.5
	Student clubs or groups 15.7
l	Watching television 34.1
١	ASSECTIVE COLORESTON
ļ	High-school activities and awards
ì	E SELECT - CONTROLL STORY OF THE SELECT
l	and awards
ı	Was elected president of one or
١	more student organizations 18.7%
ı	Received a high rating in a state
١	or regional music contest 10.5
ı	Had a major part in a play 11.1
Į	Won en award in an art
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as elected president of one or more atudent organizations aceived a high rating in a state	18.7%
or regional music contest	10.5
ed a major part in a play	11.1
	**
on an award in an art	
competition	7.9
ook an SAT or ACT	
preparation course	35.4
dited a school publication	11.4
	A-4T
articipated in course-related	
community-service projects	17.9
ion an award in a state or	
regional science contest	5.1
as a member of a scholastic	
	-7.
honor society	27.0

Note: The statistics are based on survey respons-em of 210,739 freshmen entering 431 two-year and four-year institutions in the fall of 1991. The figures were statistically adjusted to represent the total population of 1.6 million freshmen. Because of rounding or multiple responses, figures may add to more than 100 per cent

missions officials have said that the years. The proportion of students stagnant economy made students who reported they had visited a and their parents more price-con- high-school teacher's home was at scious and prompted some of the an all-time low of 28 per cent. more expensive private colleges to offer more scholarships

The survey, which has been conducted annually for the past 25 years, questioned students on a wide range of personal and academic issues. It also found:

 Students make far greater use of their personal computers than they have in the past. The number who said they frequently used personal computers increased to 37 per cent in 1991, up from 28 per

More students have complet- declined for the fourth year in a ed remedial work in high school or row. In 1991, only 15.6 per cent of will need such work in college. For the freshmen surveyed said they example, 12 per cent of the stu- wanted to major in business, comdents questioned in 1991 said they pared with 27 per cent in 1987, the available for \$20 each from the expected to need remedial help in peak year. By contrast, interest in Higher Education Research Insti-English, compared with 10 per cent the health professions is rising. tute, UCLA Graduate School of Ed-

College enrollment

Total14,105,000

Men 6,473,000

Public10,982,000

Full time 7,844,000

Part-time 6,261,000

equivalent *....10,106,000

l 8,844,000

Private 2,851,000

Total 5,261,000

Public 4,989,000

Private 272,000

Total12,084,000

Public 9,747,000 Private 2,337,000

Women 177,000

Woman 29,600

High-school graduates

lotal

Women

Fotal

Men

200,000 270,000

44.200

..... 5,993,000

Four-year Institutions

Two-year institutions

Total

Degrees

Undergraduate

Full-time-

less interaction with teachers out- 1991, compared with a low of 2 per cost less this academic year. Ad- side the classroom than in previous

Students' interest in business

"These figures suggest that neither financial aid nor personal or family resources are keeping pace with the costs of attending college"

■ High-school students had had said they wanted to major in the Angeles 90024.

14.366,000

6.531,000

11.187,000

3.179.000

7.895,000

10.232.000

6,088,000 2,902,000

5.376,000

5.099,000

12,247,000

1,793,000

326,000

204.000 272,000

514,000 587,000

343,000

50,400 32,200

2,215,000

14,235,000

11,083,000

7,871,000

6.364,000

10,171,000

6,045,000 2,878,000

5,038,000

9,818,000 2,347,000

1,752,000

1,134,000 618,000

131,000 187,000

205,000 272,000

181,000

49,000

31,100

2,193,000 253,000

Note: Details may not add to totals because of rounding.

* Estimate based on full-time enrollment plus the full-time equivalent of patt-time enrollment as reported by institutions

health professions, up from 7 per cent in 1987. And after years of declining interest, more students expressed interest in nursing careers: of Enrollment 5 per cent of those surveyed in

■ The proportion of students who call themselves politically liberal increased slightly for the second straight year, to 26 per cent. The proportion of those who call themselves conservative declined to 20 per cent, down from 22 per cent in 1989. The report said that the figures did not reflect the 'widespread claim of growing conservatism" among students.

■ Eighty-seven per cent of those surveyed agreed with the statement, "Just because a man thinks a woman 'has led him on' does not entitle him to have sex with her." Eighty-three per cent agreed with the statement when the question was first asked in 1987.

Copies of the report on the survey, "The American Freshman: National Norms for Fall 1991," are

14.803.000

6,647,000

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11,537,000

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8.095.000

6.708.000

10,519,000

9,227,000

6,247,000

2.980.000

5,576,000

12,610,000

10,196,000

2,414,000

1,859,000

1,204,000

655,000

334,000 137,000 197,000

487.000

204,000

1,098,000

23.600 16.800

52.800 35,300

2,615,000

2,345,000

14,978,000

6,691,000

8,287.000

11.673.000

3,305,000

6,766,000

10,656,000

9,334,000

6,320,000

3,014,000

5,644,000 5,353,000

12,768,000 10,322,000

1,212,000 660,000

139,000 199,000

491,000

205,000 286,000

1,100,000

281,000

15,227,000

6.774.000

11.864.000

3.363.000

8,408,000

10,871,000

6.434,000 3.066,000

5,430,000

12,998,000

10,501,000

1,223,000

341,000 140,000 201,000

500,000

208.000

1,102,000

23,300 17,600

35,600

FACT FILE: Projections of College Enrollment, Degrees and High-School Graduates, 1991 to 2002

14.621.000

6,575,000 8,046,000

11.393,000

3,228,000

7.988.000

9,120,000

6.175.000 2.945.000

5,501,000

5,218,000 283,000

12,449,000 10,065,000 2,384,000

1,192,000

136.000 194.000

203,000 277,000

1,100,000

510,000

189,000

23,800 16,400

52,500 35,300

14.512,000

6.549,000

7.963.000

11,305,000

3,207,000

7.949,000

6,563,000

10,321,000

9.066.000

6.139,000

2,927,000

5.446.000

5,166,000

12.356,000 9.987,000

1,826,000 1,182,000

644,000

330,000 136,000

478.000

204,000 274,000

1,100,000

511,000 589,000

350,000

255,000

U.S. Projections Revised Upward

Continued From Page A1 and older. Such students will account for 23 per cent of the enrollment in 2002, up from 19 per cent in 1990. The share of enrollment of those under age 25 will remain at about 57 per cent over the period, while the proportion of those from the ages of 25 to 34 will drop to 20 per cent from 25 per cent.

The number of new high-school graduates is expected to remain stable at about 2.4 million a year over the next several years. Beginning in 1995, the number of graduates will rise, leveling off at about 2.9 million from 1999 to 2002.

Following the pattern of enrollment increases, the number of academic degrees awarded annually by colleges is expected to rise steadily throughout the next decade. From 1991 to 2001, the number of associate degrees awarded will rise 15 per cent, to 539,000; Stop ssop, Washington 20402-Thirteen per cent of the students ucation, 405 Hilgard Avenue, Los bachelor's degrees will increuse 12 9328. Request stock number 065 per cent, to 1.2 million; and doctor- 000-00473-9.

15,462,000

6,853,000

8.609.000

12,043,000

3.419.000

8,588,000

11,070,000

9,655.000

6,539,000 3,116.000

5.807.000

13,216,000 10,670,000

1,901,000 1,231,000

142,000 203,000

607.000

209,000 298,000

1,114,000

507,000 607,000

194,000

41.100 23.200 17.900

54,600 36,300

5,504,000

15,692,000

6,922,000

8.770.000

12.220,000

3.472.000

8,770,000

11.270.000

9.810.000

6.646,000

3.164.000

5,882,000 5,574,000

13,436,000

10.841,000

1.908,000

1,238,000 672,000

348,000

143,000 205,000

519.000

213,000 306,000

1.129.000

509,000

173,000

22,900 18,300

2,932,000

2,629,000



Elaine El-Khawas: "Jobs for highschool graduates have dried up, and college training has

al degrees will increase 7 per cent,

Copies of the department's 218page forecast, "Projections of Education Statistics to 2002," are available for \$12 each from the Superintendent of Documents, U.S. Government Printing Office, Mail

15,865,000

8.874.000

12,355,000

3.510.000

8,906,000

11.418.000

9.927.000

6,727,000

5.938.000

5,628,000

13,598,000 10,969,000

1,915,000

1,241,000 674,000

352,000

145,000 207,000

529,000

216,000

313.000

1.164.000

523,000 641,000

179.000

197,000

22,700 18,700

56.000 36,900

2,943,000

2,639,000

SOURCE: U. N. DEPARTMENT OF EDUCATION

16.030.000

12,478,000

3.552,000

9,035,000

6,803,000

13,748,000

11.084,000

1,926.000 1,248.000

356,000 146,000

539,000

219,000

528,000

199,000

41,400 22,400 19,000

Minority-Group Rolls Rise 10%, Reaching a Record Level

Continued From Page A3.3 d American Indian and Asian stutents are not available.

Minority students were more likely than whites to be enrolled in undergraduate programs, according to the department report. Among minority students, 91.2 per con were undergraduates and 8.8 percent were graduate and profesuntal-school students. For white sudents, the comparable figures were 86.5 per cent and 13.5 per

Black and white students selected public institutions over private ones at the same rate, with about Bper cent of each group attending public colleges in 1990. The representation of students of other racial

"We cannot allow attempts to balance

lederal and state

budgets to eradicate efforts on behalf of

minorities."

ad ethnic backgrounds in public olleges was higher, with such insimions attracting 87 per cent of American Indians, 86 per cent of Hispanics, and 80 per cent of

Following the pattern of the 1980's, minority students were more likely than white students to percent of white students attended we-year institutions.

Citing technical problems with the 1990 survey, the department uned that caution be used in interpreting data for public two-year insitutions. Because of incomplete responses from such colleges in California, Florida, Hawaii, Indiment estimated the distribution of aroliment by race and ethnicity for about one-third of communitycollege enrollments. The department typically applied the 1988 disdibution to the 1990 figures on total

logress 'Uneven at Best'

The Education Department statistics cover students enrolled in the 50 states and the District of Coambia, and exclude those in Pucr-

cation's annual report included a special section on racial and ethnic employment trends in colleges and universities.

Minority progress in college employment has been "uneven at best," the report said, with American Indians, blacks, Hispanics, and U.S.-born Asians "severely underrepresented" on most college faculties. In 1989, about 11.5 per cent of full-time faculty members were members of minority groups, up from 9 per cent a decade

Efforts 'Still Much Needed'

The share of minority faculty members with tenure remained stable during the 1980's at about 60 per cent, while the proportion of white faculty members with tenure went up three percentage points, to 72 per cent.

From 1979 to 1989, the proportion of full-time college workers who were minority-group members rose from 18 per cent to 20 per cent. However, American Indians, blacks, and Hispanics were more likely than white men to hold nonfaculty and non-managerial jobs.

"Affirmative and targeted efforts are still much needed, and, in fact, must be strengthened during the 1990's if higher education is to increase the representation of people of color in faculty and leadership positions," the council said in

The council called on colleges to work to increase the number of mitotal at two-year colleges. In nority Ph.D. recipients, to make 1990,45 percent of minority and 37 the faculty hiring process more fair, and to insure that once hired, minority faculty members are "supported and mentored to achieve success in teaching, research and publication."

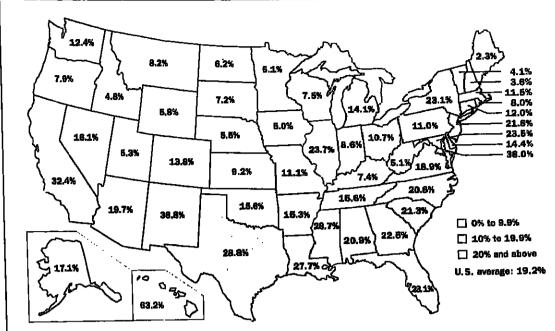
Copies of the American Council on Education study, "The Tenth Annual Status Report on Minorities in Higher Education," are ana, and South Dakota, the depart- available for \$10.50, prepaid, from ACE, Publications Department, One Dupont Circle, Washington

Copies of the U.S. Department of Education report, "Trends in Racial / Ethnic Enrollment in Higher Education: Fall 1980 through Fall 1990," are available free of charge from the U.S. Department of Education, Office of Educational Research and Improvement, Education Information Branch, Room 300, 555 New Jer-Rico and other outlying areas. sey Avenue, N.W., Washington The American Council on Edu- 20208-5641; (800) 424-1616.

1990 Enrollment by Racial and Ethnic Group

103 655 1,223 758 10,675 397		American					Foreign
103 555 1,223 758 10,675 397 106 397		1 100000	_ Anima	Rinele	Hispanie	White	
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50 268 747 414 5.834 146 10 48 343 715 344 6.757 322 10 70 715 715 344 6.757 322 10 70 715 715 715 715 715 715 715 715 715 715	Mark.	4 4 7	talan salah sa		40. 50. 11.	4.841	248
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我们都没有我们的 对于一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个一个	海原	A				1,221	165
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FACT FILE: State-by-State Enrollment by Race, 1990



The map shows the proportion of enrollments in each state comprising American Indian, Asian, black, and Hispanic students.

•	Total	American Indias	Asian	Black	Hispanio	White	foreign
41_L	247,117	591	1.699	48,180	1,138	190,920	4,589
Alabama Alaska	29,833	2,648	740	1,079	634	24,264	468
	264,735	8.845	6.116	7,585	29,618	205,676	6,895
Arizona Arkansas	90,425	438	740	12,188	431	75,157	1,471
	1.771.746	21,005	215,416	114,804	222,749	1,131,741	66,031
Odinomia III		- 045	5,417	6.943	17,319	194,943	4,610
Colorado	231,547	2,315	4,362	9,952	5,648	144,265	4,820
Connecticut	169,480	433	4,302 710	4,710	546	35,155	784
Delaware	42,004	99	3,222	24,770	2,406	40.977	9.024
D.C	80,669	270	10.871	53.400	58,490	397,880	16,132
Florida *	538,389	1,616	10,0,1				
Georgia	251,810	548	4,241	49,199	2,740	189,189	5,893
Hawaii *	53,772	162	31,356	1,457	1,002	16,132	3,663
Idaho	51,881	485	706	310	1,004	48.024	1,352
Illinois	729,246	2,245	32,353	89,218	48,932	541,347	15,151
Indiana *	283,015	720	3,913	15,323	4,380	251,389	7,290
			0.430	4,044	1.587	155,204	6,809
lowa	170,515	441	2,430	6.798	3,538	143,116	5,340
Kansas	163,478	1,969	2,717	10.491	738	162,549	2,225
Kentucky	177.852	506	1,343 2,683	44.738	3,448	130,361	4,513
Louisiana	186,599	856	2,083 4 1 8	296	195	55,487	392
Maine	57,186	398	410				
	264,862	852	11,694	44,582	5,026	195,079	7,629
Maryland	418,874	1,220	16.144	18,376	12,501	349,516	21,117
Massachusetts	569,803	3,547	10,693	56,786	9,094	475.505	14,178
Michigan	253,789	2,002	4,948	4,143	1,936	235,231	5,529
Minnesota	122,883	377	783	33,699	395	85,699	1,930
Mississippi	122,000				2.424	250,758	6.546
Missouri	289,407	1,132	4,487	23,050	3,434	32,200	735
Montana	35,876	2,427	120	114	280	104,620	2,022
Nebraska	112,831	729	1,178	2,723	1,559	50,910	877
Nevada	61,728	1,043	2,559	2,931	3,408 490	56.522	840
New Hampshire	59,510	229	760	669			
(464) LIDITIPOLITIC		770	14,340	33.113	21,642	241,666	12,410
New Jersey	323,947	776	1,125	2,176	23,635	52,573	1,491
New Mexico	85,596	4,596	49,171	112,173	74,835	753,074	47,317
New York	1,040,484	3,914	5,622	62,032	2,528	273,874	4,852
North Carolina	351,990	3,082 1,61 6	286	246	195	34,380	1,156
North Dakota .	37,878	1,010				400.004	42.00
0.1-	555,702	1,422	7,356	45,270	5,467	482,201	13,986
Ohlo	173,221	9,609	2,904	11,816	2,635	140,865	5,399 7,689
Oklahoma		1,694	6,321	2,153	2,990	145,797	14.58
Oregon		1,011	13,588	44,009	7,709	523,157 . 69,974	2,02
Pennsylvania Rhode Island	•	222	1,891	2,558	1,606	. 03,314	2,02
KUOOR IZIANO			1,494	31,177	911	122,964	2,42
South Carolina	159,302		1,494 198	250		31,106	
South Dakota *	34,200		2,283	31,240	1,302	186,541	
Tennessee	. 226,230		2,263 27,907	80,458	-	617,626	
Texas	. 901,437	3,006	2,243	661		110,150	
Utah	121,303	1,322					
		131	56 9	375		34,178	
Vermont			11,400	49,566	4,803	280,786	
Virginia	450		15,424	7,361		225,213	
Washington .			688	3,160		78,793	
West Virginia			4,991	10,667		271,096	
Wisconsin			184	284	905	28,952	2 5!
Wyoming	-	•	554,803	1,223,303	3 758.054	10,674,784	396,5
Total	13,710,150	102,618	204, 0 U3	reactive الماسية الماس Imputed based on	1988 data becaus	e institutions did not p	provide compl
Much proportions	of enrollment figure	se for public two-)	SPL LURKITATIONS MALE	, silpered about ou			
High proportions on 199	C egraliment.				SOURC	R: U.S. DEPARTMENT	OF EDUCATI

The National Football League and National Basketball Association should consider forming farm systems to train players, according to the National Collegiate Athletic Association's executive director, Richard D.

Responding to complaints that tough new academic standards would limit access to NCAA colleges, Mr. Schultz noted at the association's annual convention that there were other avenues for underprepared athletes, including junior colleges and prep schools.

"If that's not good enough," he said, "maybe it's time for the NFI. and the NBA to establish form systems so people who don't want to go to school can find another route to develop their skills."

A vote at the NCAA annual meeting could create a "new level of homelessness" in college sports. So said one person at the NCAA meeting, where delegates rejected a carefully crafted proposal that would have created a new nonscholarship, low-cost playing level for football in Division I.

Proponents of the new division. known as I-AAA, argued that it was a necessary follow-up to a rule approved last year barring Division I colleges from playing football in Division III after August 1993. Division III members had complained that the 22 colleges that played basketball in Division I but football in Division III had an edge in size and resources over the "true" Division III colleges, although they played by the same set of rules.

The proposal to create a I-AAA subdivision was favored not only by the 22 affected colleges but by 25 or so Division I institutions that were interested in starting football teams if they could do so at a low cost.

The proposal, which had to be approved by a majority of colleges in all three divisions, was rejected by Division II members, many of which objected to a proposal that would have burred their institutions from moving up to Division I to play in the new football division.

The Division I colleges without a home for their football program are exploring their options. They may either play in Division I-AA, which offers limited scholarships, or try to establish a non-scholarship playing level within Division I-AA.

The NCAA's delegates took a step-albeit a small one-toward giving athletes a smoother path to the professional leagues.

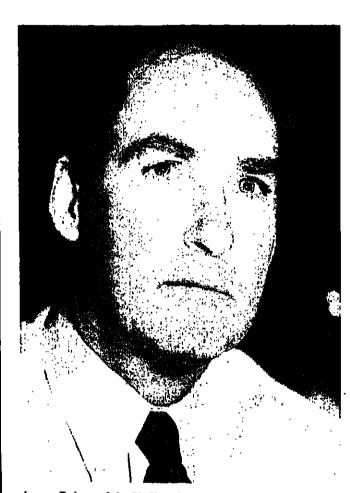
The delegates did not go so far as to give athletes the right to enter professional-league drafts without forfeiting their eligibility, as Mr. Schultz and advocates for athletes had urged.

But they did vote to give athletes the right to talk with executives of professional teams to gauge their market value and how high they might go if they entered the drafts, as long as they do not use an agent in the negotiations.

Athletics

NCAA's Leaders See Big Strides in Effort to Reshape Sports

Although academic standards are applauded, some observers question status of reforms



James Delany of the Big Ten: "The national rule makers should hand the mantle to the institutions and the conferences."

Thomas K. Hearn, Jr., of president's commission: "We have done many of the major things that needed to be done."

By DOUGLAS LEDERMAN

With the adoption of tougher academic standards at its annual meeting this month, the National Collegiate Athletic Association has made major strides in its campaign to reshape college sports, its leaders say.

Since the NCAA's executive director, Richard D. Schultz, issued a stirring call in January 1990 for a "new model" of college sports, they say, the group has taken steps to achieve many of the goals he laid out. Costs and time demands on athletes have been reduced, presidents have re-established themselves as the association's dominant force, and a formula for sharing television revenues more fairly has been introduced, to name a few of the gains.

The key remaining component of the "reform" agenda-a plan to certify sports programs based on how well they "fit" in their colleges-is due for consinext January's annual meeting.

"I think everybody believes that we have done many of the major things that needed to be done," said Thomas K. Hearn, Jr., president of Wake Forest University and a member of the NCAA's presidents' commission.

Strategic Plan for Next 3 Years

Mr. Hearn and other presidents are quick to add that they do not believe their work is done. They note that their strategic plan, which sets their agenda for the next

three years, plots an aggressive course. While there is broad agreement about

the virtue of the new academic standards, many other observers of college sports are less generous about the other achievements of the last two years.

Some say the reform movement has failed to reach some of its own objectives. They say that the cost cuts approved last

"While some of the steps that have been taken are laudable. none of them really come to grips with the megaquestions, like the commercialism and the links to television revenues."

year will do little to ease the escalating financial pressures on sports programs, and that colleges have yet to grapple head on with the challenge of providing equitable treatment to women's sports.

Others note serious storm clouds that still hover over college sports in the form of legislation from federal and state lawmakers and tax scrutiny from the Internal Revenue Service. The NCAA's recent changes, they say, have done little to repair the damage college sports have done

recently to the image of higher education. Still others say the NCAA's leaders have barely acknowledged, let alone addressed, a more fundamental problem: That truly

meaningful changes cannot be accor plished until the NCAA diminishes the enormous financial incentives associated with winning and the perception that big-time sports are more professional than amateur.

"No one at this point could feel tembs secure about the future of college sports. said John Weistart, a sports-law experta Duke University, in an interview. "Whi some of the steps that have been taken an laudable, none of them come to grips will the megaquestions, like the commercial ism and the links to television revenues

"We can take pride in what has been accomplished, but it would be naive not think that the real major steps are so ahead of us," said James J. Whalen, pres dent of Ithaca College and former member of the presidents' panel. What college sports need, Mr. Whalen said, is "not reform" but "revolution.

'New Model' Proposed in 1990

The current wave of reform can traced to Mr. Schultz's "new mode speech in January 1990. Three years early er, the NCAA's members had rejected a se ries of cost-cutting measures offered by the presidents' commission, and the page deeply divided over how to proceed, had dedicated itself to a period of study.

Mr. Schultz's 1990 speech was important because it marked the first time that top official of the NCAA had urged signif cant change. He called for major cutbech Continued on Page A

Summaries of Rules Changes Approved by the NCAA

Coaches' Athleticall Related Income

ANAHEIM, CAL. Following are summaries of 67 rules changes that were adopted this month at the 86th annual convention of the National Collegiate Athletic Association

Unless otherwise specified, the rules adopted at the convention take effect mmediately.

Presidents' Commission's

Increase to 13 from 11 the minimu of high-school core courses that a freshman shlete in Division I or Division II must have completed to be eligible to compete or receive sports scholarship in the first year of colege, and requires that the two extra courses or physical science. Effective date: August 1, 1995, for athletes first entering college on or hitial-Eligibility Index

Increases to 2.5 from 2.0 the minimum rade-point average that an incoming Division lathlete must achieve in the 13 high-school core courses to be eligible to compete and receive a sports scholarship as a freshman. This rule also establishes a limited indexing system by which a freshman athlete who scores a 900 on the Scholastic Aptitude Test or 21 on the American College Testing Program's exam can become eligible by attaining a 2.0 grade-point average in the high-school corecourses. An 850 on the SA1 would require 82.125 core GPA, an 800 would require a 2.25, and so on to the minimum 700, which would require a 2.5 core GPA. Effective date: August

Official Visit Prior to Early-Signing Period

Bars a recruit in all Division I sports that have early-signing periods tall sports other than football, women's collegiball, field hock-ey, soccer, and water pulot from receiving an official paid visit to a campus before the early signing date unless the athlete has scored at least 700 on the SAT or 17 on the ACT and schleved a 2.0 grade-point average in at least seven core courses. Effective date: August 1.

Satisfactory Progress— Mid-Year Transfer Students

Requires an arbicte who transfers to a Divi sion I or II college in the middle of an academ ic year to be certified under academic pro tress rules at the beginning of the next fall term, even if the athlete does not compete during the spring semester.

Salisfactory Progress— Regular Academic Year

Specifies that 75 per cent of the credit hours sed by a Division I or II athlete to fulfill scidemic-progress rules must be earned dur-ing the regular academic year, limiting to 25 percent the ratio of hours that may be carned during summer sessions. Limited waivers may be granted by the ht AA's academic fewirements committee. Effective date: Au-NSI 1. 1992

Satisfactory Progress—Fulfillment, Degree Requirements, and Minimum Grade-Point Average

Requires a Division 1 athlete to complete accessfully a minimum proportion of the course requirements in his or her degree profram each year to be eligible to compete, and 40 De éligible, a Livisium Lafh lete must achieve a minimum grade point avcage based upon a proportion of the coni-mum GPA required for graduation at his or her stitution. To be eligible under the first requirement, a student at a Division I or II colthe must have successfully completed 25 per cent of the course requirements in his or her nator by the start of the third year of enrollment, 50 per cent by the start of the fourth year, and 75 per cent by the start of the lifth year. Under the second requirement, a studem entering his or her third year must pretent a GPA equal at least to 90 per cent of the implative opa required for graduation at the college, and a student entering the fourth or a ibsequent year must have a GPA equal to 95 per cont of that required for graduation.
Waivers to both rules may be requested promp the NCVA's academic sedimentalis committee. Effective date: August 1, 1992.

Specifies that coaches in Divisions I and II must receive prior written approval each year from their presidents for all athletically related income from sources outside the institu-tion, for any use of the institution's name or logo in the endorsement of products or services for personal gain, or for any outside com-pensation from shoe or equipment manufac-turers in exchange for the use of such merchandise by the coach's team.

Annual Coaches' Certification-

Establishes a couches' certification program in Division II like the one in Division I which tests coaches on their knowledge of NCAA recruiting rules. Effective date: August

Division III Playing and Practice Seasons

Mundutes that in football, basketball, and all other Division III sports except golf, no class time may be missed for practice activities except when a team is traveling to an away game and the practice is in conjunction

Resolution: Presidential Authority and Institutional Responsibility

Resolves that the presidents' commission and other NCAA groups should study ways in which the association can strengthen the role that presidents play and the emphasis on inst utional control in college sports, including the possibility of certification or accreditatio or both, and directs those groups to propose legislation for the 1993 convention to address those subjects. support i.es: Presidents' commission

Resolution: Financial Issues

Resolves that the presidents' commissio and other groups should study such issues as financial aid for athletes, sex equity, coaches compensation, and the influence of booster groups, foundations, and media revenues on financial integrity in college sports, and d rects those groups to propose legislation for the 1994 convention to address those issues.

Academics

Practice Eligibility Specifies that an athlete must be enrolled as degree-seeking student to be eligible for

Full-Time Enrollment—

Final Semester / Quarter Specifies that an athlete who competes while enrolled in less than a full-time program al studies during the final semester or quarter of a baccalaurente program while taking, for credit, the courses necessary to complete de aree requirements, should not forfeit furthe ligibility in all sports if he or she complete all degree requirements in that semester and is eligible to receive a diploma on the college's next degree-granting date.

Eligibility

Drug-Testing Consent Form

Allows member colleges to administer the drug-testing consent form separately from the Student-Athlete Statement; requires all athletes, including those incligible under Proposition 48 and those sitting out a year, to sign the testing-consent form; and specifies that the form must be signed before the athletes ure permitted to play or practice. Effective dute. August 1, 1992.

Hardahip Walver-Division i

Permits a Division I athlete to be granted a hardship waiver based upon injury or illness that occurred during enrollment at a two-year college, as long as the waiver has been approved by the two year governing body and the ucaa member's conference or the NCAA eligibility committee, among other require-ments Effective date: August 1, 1992, for athletes entering a collegiate institution on or af-

Hardship Walver fixeludes scrimmages and exhibition col tests from the calculation of the number of events in which a Division f or II athlete has participated and the number of the institution's completed events in the administration

of the hardship waiver. Hardship Walver—Division III

To allow an injured othlete in Division III to gain an additional year of eligibility if his or her agury or illness occurs when the athlete has participated in no more than three events or one third of the institution's completed evecir is a given year.

Permits an athlete to request information allows the athlete and his or her legal guard ans or an advisory panel at the athlete's college to negotiate with a professional sports organization without forfeiting the athlete's mateur status, and specifies that an athlete who uses an agent to negotiate with a professional team loses his or her amateur status.

Personnel

Coaching Limitations—Division I-A Allows Division I-A football programs to have one head coach, nine assistants, and two graduate assistants instead of the recently adopted one head coach, eight assistants, and four restricted-earnings coaches. Effective date: August 1, 1992.

Restricted-Earninge Coach— Varsity/Junior Varsity Program

Permits Division I-AA colleges that spon-sor both varsity and junior-varsity football to employ two additional restricted-earnings coaches. Effective date: August 1, 1992. Coaching Limitations—Wrestling

Permits a Division I institution to employ two full-time coaches in the sport of wrestling. Effective date: August 1, 1992.

Coaching Limitations-

Allows Division I institutions to use one volunteer coach in any sport other than footcoaches as those who do not recruit and who receive no compensation from the athletics department other than two free tickets to home games. Bifective date: August 1, 1992. Scouting of Opponents

Bars Division III colleges from scouting their opponents except when they are partici-pating in official games (not scrimmages or exhibition contests) played during the tradi-tional segment of the playing season.

Financial Ald

Maximum Awards—Division | Equivalency Sports, Women

Delays to August 1, 1994, from August 1993, the effective date of 1991 Convention Proposal 40, which would cut the number of available schularships in women's sports other than basketball. Effective date: August 1, 1994.

Delays to August 1, 1993, from August 1. 1992, the proposed cut in women's basketball scholarships. Effective date: August 1, 1993. Maximum Awards—Division II

Reduces the number of permissible scholarships in selected Division II sports by 10 per cent, with a graduated two-year reduction in football and basketball. Effective date: Au-

Cancellation of Financial Aid

Permits the immediate cancellation of institutional financial aid when an athlete volun-tarily withdraws from a sport before the institution's first competition in that sport, but mandates that the financial aid may not be awarded to another athlete in the term in which the aid was canceled.

Playing and Practice Seasons

Contest Exemptions---Division | Backetball

Permits Division I colleges to exempt from the annual limitation on the maximum number of basketball contests one home exhibition game against a foreign team and one home exhibition game against a USA Basketball Club team. Effective date: August 1, 1992.

Contest Exemptions— Division i Basketball

Permits Division I colleges to participate in the Great Alaska Shootout men's basketball tournament prior to December 1. Effective date: August I, 1992. Resolution: Division I

Basketball Playing Season

Resolves that Division I colleges should be allowed to play basketball games in the weekend of Thanksgiving rather than in their finalningtion period.

Spring Football Practice-Divisions I-A and I-AA

Permit 15 days of spring football practice

within 29 consecutive days, and permits contact during 10 of those 15 days.

Specifies that the Heritage Bowl he conducted no earlier than the Monday after the conclusion of the National Collegiate Division I-AA Football Championship.

Postseason Football Games Specifies that all postseason championship outball games and "bowl games" (e.g., the Heritage Bowl) that are exempt from limits on the maximum number of football contests in Division I-AA, except for the division football championship, should meet the reporting re-quirements applicable to the certification of

Divisions I and II Playing and Practice Seasons—Individual Sports

Permits a coach in an individual sport at the summer in individual workout sessions with an athlete who is on the coach's team, as long as the athlete requests the assistance Maximum Dates of Competition—

To permit limited additional individual non-team scoring opportunities in Division III fencing.

Maximum Contest Limitations

Permits colleges in all NCAA divisions to engage in 20 field-hockey games during the tra-ditional segment and five dates of competition during the non-traditional segment, instead of the overall limit of 20 dates of competition in Division I, 19 in Division II, and I7 in Division III. Effective date: August 1, 1992.

First Contest Date-

Permits Division I and II colleges to begin competition in soccer during the traditional segment on the first Saturday in September.

Presenson Soccer Scrimmages

Permits colleges in Divisions I and III to hold three soccer scrimmages during the preseason practice period before the first sched-uled game. Effective date: August 1, 1992. Division ill Playing and Practice Seasons—Dividing Segments

Specifies that a Division III college that holds its non-traditional playing segment in the fall must finish all practice and competi-tion by October 30, and that a college that conducts the non-traditional segment in the spring cannot begin practice until February 1. Effective date: August 1, 1992.

Maximum Dates of Competition Reduces the dates of competition in Divi-sion III tennis to 20 from 22 and increases the

Effective date: August 1, 1992, Dates of Competition— Division III Women's Volleyball

Reduces to 20 from 22 the maximum num-ber of dates of competition in Division III women's volleyball during the traditional segment. Effective date: August 1, 1992.

umber of permissible tournaments to 4 from

Governance -

Amendment Sponsorship

Specifies that an amendment sponsored by a conference must be signed by the chair of the league's official presidential administrative group or at least two chief executive offi-cers of the league's member institutions if the

Specifies that proposed amendments to legslation that applies to more than one division vote by all affected divisions or subdivisions, unless otherwise designated by the applicable

Legislative Deadlinesmission Dates and Times

amendments-to-amendments, and the like must be received by the national office by 5 p.m. central time on the applicable deadline date, and to eliminate the "postmark-deadexceptions to the submission of proposed legislation

Resolution: Council Waiver

Resolves that the NCAA council consider ponsoring legislation at the 1993 convention Continued on Following Page

NCAA's Leaders See Major Strides in Effort to Reshape College Sports

Continued From Page A38: in recruiting, in demands on athletes' time, and in spending; for tougher academic standards, tenure for coaches, and peer review of sports programs; and for the elimination of athletic dorms.

Two days later the NCAA's members cut spring football practice by a third and sliced three games from the basketball season. The presidents' commission had lobbied hard for the changes, and coming after a long dry spell, their passage was a major triumph for the panel.

Non-Legislative Steps

More successes followed in January 1991, when a package of costcutting measures and limits on time demands for athletes was passed overwhelmingly. At the 86th annual meeting this month, the NCAA's members approved the presidents' aggressive set of academic propos-ងls, despite bitter opposition from black-college presidents.

The association has taken nonlegislative steps as well, developing a new system for dividing among its members the \$1-billion from its televised-basketball contract with cas and proposing a revamping of its investigative procedures to address lawmakers' concerns that the procedures trample on the rights of its members.

The plan for peer review, or certification, of sports programs is to be considered at next January's meeting. It has yet to be defined in full, and different groups have different visions of the peer-review process. There is disagreement, for

include nunitive measures.

But in most versions, teams of NCAA staff members or sports officials from other colleges would review how an institution's sports program performed in such areas as the admission and academic performance of athletes, finances, governance of athletics, and the behavior of coaches and athletes.

Mr. Schultz, the presidents' commission, and the Knight Commission on Intercollegiate Athletics have put much of their emphasis on the certification plan, which they see as an entirely different way of holding colleges accountable for the performance of their athletes and sports programs.

Once certification is approved, Mr. Schultz said at the end of this month's annual convention, "I would hope we could kind of step back, take a deep breath, fine tune, and let these proposals settle in so we can be sure they are doing what we wanted them to do."

Most Programs Show a Deficit

Despite the progress, many of the problems facing the NCAA show no signs of waning. Perhaps the biggest current threat to the viability of big-time college sports is their deteriorating financial condition.

Most sports programs already operate at a deficit, and television revenues seem certain to shrink this decade. Most sports officials admit that the financial cuts made so far have barely scratched the surface of what's needed. The problem is, they rarely agree about

COMING TO YOU! - MARCH 12, 1992

Diack Issues in Higher Education's

Reference Index to

Volume VIII

Albert Internation, March 18, 1991 (prough Pentilly 27, 1992)

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Division-Specific Playing Rules Permits the championships commi tees in the NCAA's various divisions to

Surgical Expenses

Permits colleges to provide surgical expenses to athletes (including those who fail to qualify under Proposition 48) who are injured during the academic year while participating in voluntary physical activities that will prepare them

Bars the use of toll-free telephone umbers in the recruiting process,

Permits athletics-department staff members to make unlimited telephone contacts with Division I-A and I-AA football recruits during the two-day

Recruiting—Division I-A Head Football Coach

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Permits a Division I-A head football coach to make off-campus recruiting contact with a prospective athlete on only one calendar day. Effective date: August 1, 1992,

Limits an institution to three visits to a recruit's high school during the contact period and eliminates for football the ex-ception that allows coaches to count as a aingle visit several visits to a recruit's high school on consecutive days during a

only be achieved nationally. But he recognizes, he says, the unwillingness of presidents and sports officials to consider changes that would significantly revamp bigtime sports as they know them.

cal" measures that he says can

Bills Pending in Congress

The perception that college officials are reluctant to make meaningful changes on their own also is driving the interest of state and federal lawmakers. A half-dozen bills that would affect college sports are pending in Congress.

The most sweeping, offered by Rep. Tom McMillen, a Maryland Democrat, would grant the NCAA a continued exemption from federal antitrust laws only if it made major rules changes, including creating a governing panel of presidents and altering its revenue-sharing plan to divide the money more evenly.

Nothing achieved by the NCAA at the last convention seems to have dissunded Representative McMillen of the need for his bill

"The NCAA has accomplished: lot in the academic area, but you're not going to change the system unmust curb its members' "appetite less you change the money," he said last week in an interview.

"The only organization that co put that genie back in the bottle

the United States Congress." Mr. Roberts said he had mixel emotions about the recent reforms.

Everything they've done so far will help to eliminate the exploits tion of a lot of kids, and will inprove somewhat the image of the nation's colleges," he said, "But fear that it doesn't do as much ask needed, and that improving their age without addressing some cmi cal substance is in some ways negtive because it takes the pressure off to forge ahead."

The leaders of the presidents' commission say they are addressing that point by creating their stategic plan, and by developing a proposal to strengthen the power of the presidents' panel.

The strategic plan "tells presidents the job's not finished and alerts them to the fact that there are many miles to go," said R. Gerald Turner, chancellor of the University of Mississippi and outgoing chairman of the commission

"With all the visibility given to sport, and with the seeds of destruction that are in every program run amok, I think most presidents

Summaries of Rules Changes Approved by the NCAA

Continued From Preceding Page that would give the council increased authority to grant exceptions to various kinds of NCAA rules.

what is necessary-and whether it

"I think we've done about what

can be done at the national level."

said James E. Delany, the Big Ten

Conference chief. "At a certain

point, the national rule makers

shouldn't necessarily withdraw,

but they should hand the mantle to

ences and say, 'We can't do every-

But some other sports officials

believe that significant changes are

still needed—changes that can only

Gary R. Roberts, an assistant

be promoted at the national level.

law dean at Tulane University and

chairman of his institution's ath-

letic council, believes the NCAA as

a group must address the sticky

"Until something can be done to

problem of reducing the financial

reduce or eliminate the revenue in-

centives for winning, you are al-

ways going to have the types of

perversions and compromises that

the reforms are trying to con-

Mr. Whalen, the Ithaca presi-

dent, also believes the association

for money," among other "radi-

front," said Mr. Roberts.

thing through national rules.' "

institutions and the confer-

can be achieved nationally.

General

consider and approve appeals for divi-sion-specific exceptions to playing rules, subject to the final authority of the executive committee. Effective date: August 1, 1992.

Precludes Division 1 colleges from housing athletes in athletics blocks in privately owned dormitories or apartment buildings. Effective date: August

Resolves that NCAA colleges and conferences should establish committees of athletes to help the association obtain information about the experiences of athletes, and that legislation be submitted to the 1993 convention that would encourage the establishment of such committees.

Recruiting Recruiting—Toll-Free Telephone Calls

tecruiting—Telephone Calls

initial signing date for the National Let-ter of Intent.

Football—Visits to High School

tournament. Effective date: August 1, 1992.

Specifies that the four permissible evaluations in the sport of Division I-A football should take place from May I of the recruit's junior high-school year through April 30 of the following year. In Division I-AA, the evaluations should take place from May I of the prospect unior year through the end of his senior year, or until he has signed a National Letter of Intent, whichever occurs earli-er. Effective date: May 1, 1992.

Evaluations—Division I-A and I-AA Football

Permits Saturdays to be computed into the 15 consecutive days of the May

Contacts Subsequent to Signing the National Letter of Intent Specifies that Division I and II colleges may contact recruits who have signed National Letters of Intent at any ime, with some exceptions

nstitutional Stationery Permits Division I colleges to use two

Rates Report

Requires colleges to provide to a recruit's guidance office the enrollment and graduation-rate data required under NCAA rules. Effective dates: Immediate-

y for Division I; July 1, 1993, for Divi-

Resolution: NCAA-Sponsored Summer Basketball Camps

Resolves that NCAA members endorse the concept of NCAA-certified summer camps in basketball, that the association begin a program to certify summer camps beginning in 1993, and that the NCAA council and recruiting committee work with the National Association of Basketball Coaches and Women's Basketball Coaches' Association to develop

Enforcement Disciplinary Measure Television Coverage

Prohibits televised coverage of a college's athletics team on a delayed basis when that team has been barred from elevision by the Committee on Infrac-

Disciplinary Measures— Broad-Based Revenue-Distribution Money

Permits the Committee on Infractions, as a penalty in a major infractions case. to withhold all or a portion of the money that a college is due to receive from the association's broad-based revenue distribution pool.

Championships

Division II Championships— Women's Field Hockey, Men's Ice Hockey, and Men's Lace Establishes a National Collegiate Division 11 championship in women's fet hockey, men's ice hockey, and men's crosse, and transforms the Division II men's ice-hockey committee into the D nittee to help administer the Division mship. Effective date: August l

Championship Criteria— Minimum Sponsorship Exemption

Establishes a three-year period during which an existing National Collegiste Championship will not be canceled or its transportation or per-diem expenses di continued because that sport has falle to meet the minimum requirement for the number or percentage of teams need ed to maintain the championship

Championship Criteria— Minimum Sponsorahip Exemption

Confirms that transportation ex penses may be provided during the second consecutive year in which a National Collegiate Championship falls below minimum sponsorship requirements, and specifies that a national champional specifi ship that falls below the 50-institu sponsorship requirement and fails to meet the net-receipt requirements shall not be discontinued until the next academic transfer and t

Committees

nterpretetions Committee Specifies that at least one Division member of the committee should be at idividual with primary responsible n the area of compliance at a Division

NCAA Student-Athlete Advisory Committee

Increases to 28 from 16 the number of athletes on the NCAA's advisory committee for athletes, and permits members he panel to request that they be f elected for one term, subject to the approval of the committee chair. Effective date: August I, 1993.

Resolution: Federally Mandated Disclosure of Athletically Related Revenues and Expenditures

Resolves that the NCAA's member press their opposition to the propose now under consideration by the House of Representatives, to require insili-tions awarding athletically related aid to make public an independent audit of the revenues and expenditures of their allletics programs, and instructs the NCAA council to take all steps necessary to communicate to Congress the association's opposition to the legislation.

The governing council of the Russian Academy of Sciences has ismiliar look to it. Its members ve the 13 men who ran the former Academy of Sciences of

Change, however, is expected in March, when elections are held at a general assembly of the academy. Until that time, the interim presidium, or ruling council, of the Russian Academy of Sciences will be made up of the 11 members of the presidium of the Soviet Academy. dus its president, Gury Marchuk, and a vice-president, Yuri Osipyan. The former Soviet academy became the Russian academy with a decree from President Boris Yeltsin in December. Most of the Soviet scademy's installations were in Russia, and most of its members were Russians.

The first general assembly of the Russian Academy of Sciences last menth ignored all of the key temends voted by rank-and-file scientists at their own mass meeting, including a demand that members and officials of the

academy's institutes be represented equally at any general assembly.

The Moscow weekly Radical, the journal of reform-minded scientists. alled the proceedings a victory for conservative academy members. who succeeded in retaining their

Academics at Israel's seven miversities staged a one-day strike last week to protest the rosion of their salaries.

According to the existing greement between the government and the faculty union, professors re supposed to receive periodic Bises to bring their salaries in line with those of other professionals. The union charges that the Ministry of Finance has not been willing to enter into serious negotiations about a pay hike this year. The Finance Ministry said it would not regoliate with the strikers.

Manuel Bartlett Diaz has reigned unexpectedly as Mexico's education secretary. Although neither Mr. Bartlett nor he Secretariat of Education would omment on his departure, there as speculation that he was leaving enter the gubernatorial race in his ome state of Puebla. Mr. Bartlett had run a strong campaign against President Carlos Salinas de Gortari ortheir party's presidential ^{Jonaination} in 1989. Some observers questioned

whether Mr. Bartlett had quit of hi own accord. One day after the resignation, Ernesto Zedillo Ponce de León was sworn in as the new education secretary. Mr. Zedillo. who has a Ph.D. in economics from Yale University, had been head of Mexico's Planning and Budget Secretariat. He has had little experience in education. President Salinas, in his New ^{ear's} address, did not refer to the dange, but reiterated his goal of ^{aproving} education in Mexico.

International



NYU's Irving A. Lerch: "Some institutes were supported by the academy structure simply because they were politically correct."



MIT's Loren R. Graham: "We easily could support the wrong organizations in the power struggles going on."

American Groups Seeking New Ways to Support Russia's Scholars as Concern Grows That Faltering Economy Will Hurt Their Work

Continued From Page Al Soviet intellectual activity that needs help, needs to be saved before it goes down the drain," says Joel Orlen, executive officer of the American Academy of Arts and Sciences, which has held several meetings on the subject in recent weeks.

Foundation Considers Options

Says Victor Rabinowitch, vice-president for programs at the John D. and Cathetine T. MacArthur Foundation: "What we are concerned about is that practically a whole generation of scholars and creative individuals, who have all of a sudden been given the opportunity to think and write as

they wish, may be lost." Mr. Rabinowitch was in Russia last week to lay the groundwork for a number of assistance programs that his foundation

was considering. He could not be more specific about the proposals, except to say the foundation was concerned about the plight of younger Russian scholars, nuclear-weapons conversion, and the maintenance of unique resources in their country-such as archives and hotanical collections-that are now threatened by cuts in government sup-

At the American Association for the Advancement of Science, Sandra Burns, associate director of international programs, says her office is conducting a survey of members who are actively collaborating with Russian scientists to determine how the association could best use its resources to help before it makes any specific pro-

Paying for Journal Subscriptions

The American Physical Society is examining such possibilities as paying for foreign journal subscriptions that are being canceled in Russia hecause of the lack of funds, developing a program in which U.S. institutions can donate equipment to Russian laboratories, and bringing together Russian and American research institutes to work on common problems.

"One of the things we're working on is to promote the concept in which universi-

ties or national laboratories are paired with well-known facilities in the Soviet Union," explains Irving A. Lerch, a professor of medical physics at New York University and director of international scientific affairs for the physical society. Such a relationship could lead not only to cooperative research, but to long-term exchanges of faculty members and graduate students, he

At the Pederation of American Scientists, officials are working on a plan that would bring the directors of dozens of Russian institutes to the United States to solicsubcontracts for specific types of re-

Jeremy J. Stone, president of the federation, says he is hopeful the plan can promote long-term relationships between the two sides that would provide important additional resources to some Russian research teams by diverting relatively small

amounts of money from U.S. science proj-

"Very little money would be required." he says, adding that his plan would not divert support from U.S. projects and may allow American researchers to do more with limited funds. "If they didn't hire a research intern, it would free up \$15,000. That could fund a whole Russian project."

Bewildering Array of Institutes

For officials of American science societies and foundations, who are now confronted with the complexities of the Russian bureaucracy and a bewildering array of Russian research institutes of varying quality, determining who and what to support and making certain that the assistance ends up where it is supposed to are no

simple tasks. Mr. Lerch of the physical society notes

ANC, Other South African Groups Seek Talks With Government on Future of Education

By LINDA VERGNANI

With the process of drafting a new con-

stitution now under way in South Africa, the African National Congress and several non-racial education groups are seeking a forum where they can negotiate with the government over the future of education and the policies that will guide it.

Both the ruling National Party and the ANC have stated that an interim government could be in place as early as July. The shift will bring radical changes to the segregated school system as well as a major reassessment of higher education and the government's role in supporting it. What proportion of the education budget should be spent on postsecondary institutions is among the major issues to be decid-

The Convention for a Democratic South Africa-the body responsible for drafting the constitution—is not expected to involve itself in the specifics of policies and

programs in areas such as education. health, and welfare.

As a result, the ANC, the National Education Coordinating Committee, and other groups are now racing to develop education policies. Those groups would like to put some of the policies they draft on the table in the negotiations they are seeking with the present government, so that immediate changes could be made in the education system. Other recommendations would be presented later to the interim government. Last week representatives of several groups involved in such efforts met in Johannesburg to discuss and coordinate their policy recommendations.

"The anti-apartheid intellectuals were so caught up in opposing apartheid that we never got into policy options, because most of us didn't see ourselves in policymaking positions in our lifetimes," said Nico Cloete, general secretary of the Union of Democratic University Staff Asso-

Consinued on Following Page

Fraternities and Sororities Are Reborn on Campuses in Estonia

By BURTON BOLLAG

CARTU, ESTONIA There has not been time to restore Estonia's first fraternity house to its former elegance. But the scene in the still-shabby and largely bare interior of the building, which was returned only last fall to its student owners, suggests the shape of things to come.

Inside the large, gabled brick house located just off the campus of Tartu University here, a student in a three-piece gray suit practices billiards. A few play darts. Others lounge around reading or jovially chatting.

Kaarel Tarand, a member of the fraternity, explains that while some other fraternal organizations here are reviving the noble art of fencing, this group-known as the Estonian Student Society, or ess, uses swords only "to conduct singing sessions.

"The fraternities are quite oldfashioned," says Mr. Tarand, who is also president of the university's student union. "We took over where our fathers and grandfathers were banned."

Long and Storied History

The fraternities here, which have a long and storied history, peace treaty between Finland and to Siberian labor camps prompt-opened, in recent months. were not allowed to operate for five decades, until a ban on them the ESS fraternity house. Inde- The emigré intellectuals and their was lifted last year.

Fraternities played a central role was put together from the Ess fra-ties alive in exile, with chapters in Estonia's long struggle for indeternity's colors of black, blue, on the campuses of several dozen pendence. Student societies were and white—the first prime minis—U.S. universities. Now those first formed in the 1820's, when ter and some of his ministers had overseas societies are providing Tartu was a German-language unibeen members of the fraternity. versity. By the 1870's, Estonian- Germany shut down fraternilanguage fraternities appeared and ties in Estonia as well as in Latvia began pushing for national rights and Lithuania during its occupafor this small part of what was then tion of the Baltics in 1940. That pears greatest at Tartu Universi-



Members of Tartu University's Estonian Student Society in front of their fraternity house, returned to them last fall after a 50-year ban on fraternities in the Baltics was lifted.

cians and artists came out of the the Soviet Union was signed in ed many more to flee as refugees. pendent Estonia's national flag

children kept the Baltic fraternimoney and encouragement to help chapters at institutions in the Baltics revive themselves.

Interest in the fraternities ap-

ence, from 1918 to 1940, many of the Germans in 1940 and eventu- timated 10 to 20 per cent of the the country's best-known politi- ally annexed the three republics. student body of 6,000 have joined Soviet deportations of tens of the 20 or so fraternities and sororleading fraternities. In 1920 the thousands of Baltic intellectuals ities that have opened, or re-

"We like that," says Priit Heinsalu, assistant to the university's rector, "They educate their members and teach discipline. Under the Soviet system, students were too passive."

The ESS fraternity provides foreign-language lessons for its members-something still in policy was continued under the ty. Founded in 1632, the institu- ades of isolationist policy imshort supply following the dec-During Estonian independ- Soviets, who took control from tion is strong on tradition. An esposed on the universities by the house day and night."

problems they might have.

can always be sure there is some. one you can trust and talk in about anything at all," says Mr. farand. "We have come out of a society where you could never trust anybody.'

While some fraternities and soers of Estonia.

Maris Jesse is a member of Filiac Patriae sorority and head of international relations for Tartu University's student union. The sorority, she says, is "like a home"

While the revived fraternities and sororities here seem in many ways a world apart from those in the United States and some other countries, they do have some

At both the fraternities and the sororities here, first-year members have no voting rights and are responsible for specific tasks.

At the FSS fraternity, says Mr. Turand, new members are responsible for insuring that the group's golden rule is never vio-

Soviet authorities. Every week one member of the fraternity gives a research report on a topic of moment. Members are expected to help one another with any

"You need a place where you

Socialization Skills

rorities perform benevolent work in the community, the groups basically serve as a place for their do not return work of the highest student members to relax, have fun, learn socialization skillsand, in many cases, form relationships with fellow future lead-

away from home."

hings in common.

At Filiae Patriae sorority, they

must see to it that freshly baked cookies are always on hand.

Efforts to Aid Russia's Scholars Are More Than a Humanitarian Gesture

Continued From Page A41
that the former Soviet Academy of Sciences, which recently transfered its assets to the newly formed Russian Academy of Sciences, supported many institutes hal did first-rate work. But, he ads, "some institutes were supported by the academy structure simply because they were politically correct. They were of no value

"Divining which is which is goog to be difficult" for foundations and societies looking to funnel rewarces to specific institutions, Mr. Lerch says, "The former Sovia Union as a whole is a sinkhole." Mr. Stone says his plan to pro-

vide modest subcontracts to Russan research institutes could avoid that problem, since institutes that quality would not be given addi-tional support.

"Let's put this on a capitalist bais," he says. "Let the American scientists figure out who's who.' Joseph McGhee, director of exchanges at the U.S. State Department's Office of Independent States and Commonwealth Afhirs-until recently called the Ofke of Soviet Union Affairs—says that because funds can be easily mangled or lost within the Rus-san bureaucracy, groups sending money to help scholars there should "have someone specific in

Victor Rabinowitch: "We are concerned that practically a whole generation of scholars and creative individuals may be lost."

Donations of equipment, he adds, can run into additional problems with customs regulations in Russia, U.S. export-control regulations, and other legal impedi-

"Unless there's a competent consignee on the other end, God knows where it's going to end up,"

Loren R. Graham, a professor of the history of science at the Massachusetts Institute of Technology, says that because the "organization of Russian science and culture is presently in turmoil, direct assis- my of Sciences, Victor M. Sergeev tance to major institutions should probably be avoided."

struggles going on," he adds.

much as 60 per cent on foreign do-sian scientists and institutes. nations of funds and equipment and an official exchange rate that can significantly reduce the value of financial contributions could inhibit support from U.S. foundations and other non-profit organizations.

Favorable Exchange Rates

Eugene B. Skolnikoff, a political-science professor at MIT, says foundations that intend to send money should demand that their currency be exchanged at the more favorable tourist rate of 100 rubles to the dollar, rather than the official rate of 1.5 rubles to the dollar.

He and Mr. Graham emphasize that American groups should also try to negotiate an end to the Russian tax on foreign contributions. Mr. Graham says that when he and Mr. Skolnikoff visited Russia last month, many scientists they spoke to expressed the fear that the tax would be an obstacle to foreign contributions. "Very often, they mentioned that tax," says Mr. Gra-

In a letter that the two MIT professors have been distributing to two officials of the Russian Acadeof helping Russian science to meet with the foundations."

an end to the tax and to institute Mr. Graham and others are also procedures through which funds concerned that a Russian tax of as can easily be sent to specific Rus-

Mr. Rabinowitch of the MacArthur Foundation agrees with the recommendations of the Russian scientists, noting that foundations and other non-profit institutions

"Everybody feels there's a treasure of Soviet

intellectual activity that

needs help, needs to be saved before it goes

down the drain."

cannot agree to pay such taxes un-

"These taxes have got to be a matter for negotiation, as do the exchange rates," he says.

Mr. Skolnikoff of MIT says that because they can respond quickly with less red tape and political controversy than the U.S. government, foundations and other nonprofit institutions offer the best hope to Russian scholars, at least

"Whatever can be done should and Artyom Mnatsakanyan, urge be done quickly," he says. "And Western groups considering ways the largest hope of moving fast is

Other, more pressing problems-such as starvation, bolstering the Russian economy, and keeping Russian nuclear scientists from selling information about miclear-weapons technology to other countries-are likely to get the most attention and help from the U.S. government, Mr. Skolnikoff and Mr. Graham say. Thus, they add, it would be appropriate for foundations to focus on such areas as preserving the best aspects of Russian fundamental science.

"It's not at the top of everyone's agenda in terms of relief," says Mr. Skolnikoff, "But it's one of those areas where a little money can go a

'Flood of Applications'

Mr. Graham says organization: considering programs to support scholars in Russia should work together to establish a joint U.S.-Russian committee that could impartially review proposals for assistance. "For a foundation or American organization simply to declare itself open to applications for support to young and talented Russian scientists and artists would result in a flood of applications that would be difficult to evaluate." he says.

He and Mr. Skolnikoff say the programs should also encourage Russian scholars to remain in their country to avoid exacerbating the brain drain. They say programs also should emphasize support for younger scholars, who are not as politically well connected, or insulated from cuts, as the older schol-

Groups Seek Talks on Future of Education in South Africa

Continued From Preceding Page ciations. "When the terrain sud- dents have yet to be reported. denly changed, the struggle for pol-

week's meeting as co-chairman of tion, which is studying policy options and recommendations for groups that are trying to draft plans for a post-apartheid South Africa.

He said the discussions focused on creating a broad "socio-economic forum" that could negotiate with the government on specific isthe government, and other groups. tion issues as soon as possible.

its here say the urgency of negotiating a new future for public education in South Africa has been underscored by the recent announcement that only 39 per cent of 275,173 black students who took the final school-leaving examination had passed. In contrast, 96 per cent of the 65,933 white students who took the exam passed. Of the pool of black candidates, only 28,051, or 10.2 per cent, had the u minimum grades to qualify for admission to a university, in contrast that President F. W. de Klerk President de Klerk to discuss what

Education Foundation, a private tions over South Africa's future and called for a national convention to discuss educational poli-

Lindelwe Mabandla, administrative secretary of the education department of the African National slight improvement, there is a certain kind of malaise in the govern-rently "reside with government,"

ance of black education," he said.

医二氏性神经溃疡 医多数

of an additional 12,777 black stu-ment agencies, including education Peoples Organization, had six Johan van Zijl, director of the opening of Parliament this week.

agency, described the test results trying to draw political and educafor black students as "shocking, tion groups into an "education fo- of setting up a "fully representathe postsecondary group of the Nabut not unexpected." He said that
rum" to discuss immediate probtive forum to discuss the recondifferences over education could lems and investigate a new educa- struction of education." tion system.

Sam de Beer, the new Minister of Education and Training whose

heid political and education groups tions of such a group, he did not

Last year a Joint Working Group Roger Burrows, Democratic on education was formed after Nelto 27,356, or 41.5 per cent, of the might announce steps toward the the delegation termed "the enorming of all regregated govern" the delegation termed "the enorming of all regregated govern" to 6 the additional transfer of the come out of it." white candidates. The test results scrapping of all segregated govern- ty of the crisis in education." The

delegation, which included univer- will be "a struggle about what kind sity vice-chancellors and repre- of education system we are going sentatives of the left-wing Azanian to have, and that will be linked to departments, in his speech at the more meetings with top government education officials. While the The government says it has been group reached agreement on some

Government 'Didn't Deliver'

Jakes Gerwel, rector of the Unicies. Mr. van Zijl's foundation has of blacks, recently told Business chairman of the delegation of conbeen helping organize regional ed-ucation forums involving the ANC the government, and other groups tion issues as constaining educaed by the government and "didn't deliver what people expected.

John Samuel, head of the ANC insist that such a forum have the education department, has said power to determine policy and put that the format used for the Joint it into effect. Mr. de Beer told The Working Group "did not produce Congress, said the test results dictated a restructuring of the system.

Chronicle that while it was too eartaged a restructuring of the system.

Chronicle that while it was too eartaged of the working Group "did not produce versities like with a results," and that a new mechaty of the Witwatersrand in Johannese of the control of the working Group "did not produce versities like with a results," and that a new mechaty of the Witwatersrand in Johannese of the control of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and that a new mechaty of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results," and the control of the working Group "did not produce versities like with a results, and the control of the working Group "did not produce versities like with a results, and the control of the working Group "did not produce versities like with a results, and the control of the working Group "did not produce versities like with a results, and the control of the working group "did not produce versities like with a results, tated a restructuring of the system.

ly to speculate on the precise functions of such a group had did not be found to engage the distance of the witwaters and that a new mechanism had to be found to engage the nesburg—"serve the needs of the nee government on education issues.

The ANC's draft education policy guidelines are to be revised and consolidated at a conference next Party education spokesman and a son Mandela, the ANC leader, and consulted and participate in the process," said Mr. Mabandla. "We want something of lasting val-

Mr. Cloete maintains that there

certain political positions." 'Whatever policies get on the ta-

ble will frame the debate," he said. Among the issues Mr. Cloete's policy board is investigating are the governance and financing of universities, access and standards, and affirmative action. He called the higher-education

system "incredibly wasteful." He said it was not simply a matter of taking money away from the tradisities were inefficient and had not defined a role for themselves.

"The big liberal universities need to be Africanized," said Mr. Cloete. "The issue is to make unimajority of the population."

The black universities need to be developed, he said, "but the question is, What role will they play?"
Mr. Cloete said the Union of Democratic University Staff Associations would sponsor an interna-

tional conference in July on trans-

forming South Africa's universi-

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Northern Ireland: Images of a Divided Society University of Ulster, Coleraine, November 22~28

Chile after Pinochet: The Challenges of Reestablishing Democracy Catholic University, Santiago, November 22-28

Post-Communist Poland: Problems and Prospects Warsaw School of Economics, November 22-28

WINTER 1993 d States of Europe: The E.C. and 1992 University of Limburg, Netherlands & Brussels, January 3-9

A United Germany: Implications for the Future Free University, Berlin, January 3-9

Understanding Vietnam's Historical Perspectives Hanol & Ho Chi Minh Çity Universities, Vietnam, January 3–16

Each seminar lasts one to two weeks and features presentations on site-specific themes as well as professional interchange with local counterparts. Seminars are open to faculty and administrators at two-and four-year institutions of higher education.



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NATIONAL ASSOCIATION FOR MULTICULTURAL EDUCATION 2nd Annual Conference

Guest speakers are: Robert Proudfoot, University of Oregon, Young Pai, University of Missouri, G. Pritchy Smith, University of North Florida, José Cedillos, The Union Institute and Barbara Sizemore, University of Pittsburgh.

Theme: Multicultural Education for the 21st Century February 13-16, 1992 Orlando Marriott International Drive Hotel 8001 International Drive Orlando, Florida

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COMPLIMENTARY SELECTIONS

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🗆 President's Banque 🗆 Continental Breakis

Mame DOMENTE

M WRITE-IN CANDIDATE was chosen as president-Relect and another as a director of the American Philological Association at the group's annual meeting late last month.

In what had been characterized as a battle of conservatives versus radical theorists and feminists, ludwig Koenen, professor of classics at the University of Michigan, was chosen as president-elect, and Richard F. Thomas, a professor of Greek and Latin at Harvard University, was elected to the board.

After the election, Mr. Thomas said in an interview; "Ademocratic process has exposed the maneuvering of a group as out of step with the rank and file."

Mr. Thomas, who mounted the write-in campaign, saidheand others had been concerned that the official candidates for president-elect, Helene P. Foley, professor of classics at Barnard College, and Marilyn Arthur Katz, professor of Greek at Wesleyan University. "were less senior and less distinguished" than other possible candidates. "Both teach at elite private institutions, and both do similar kinds of work," Mr. Thomas said. He also was displeased that "the two were nominated by a committee, whose six members had all been nominated by the committee while both professors were on said committee.

After the University of Maine's Orono campus lost whits president and interim president to Florida, it's mobably no wonder that no one from that state is on the listof finalists to head the campus (Dale W. Lick, president. was named president of Florida State University last March, and John C. Hitt, provost and interim president. was named president of the University of Central Florida in December.)

The finalists, all of whom are scheduled to visit the compus this month, are:

 H. Ray Hoops, vice-chancellor for academic affairs atthe University of Mississippi since 1988.

* Frederick E. Hutchinson, semior vice-president for academic affairs and provost at the Ohio State University. Mr. Hutchinson received his bachelor's and master's degrees at the University of Maine and is a former vicepresident for research and public service at its Orono

Maine at Farmington since 1988.

John E. Van de Wetering, president of the State University of New York College at Brockport since 1981.

The University of Illinois at Chicago has assumed diministration of the National Pingerprint Program for Caild Identification. Founded in 1983 by Diane G. Apa, reprogram will be part of the University of Illinois's new Mice for the Study of Child Victimization, which will bedirected by Ms. Apa and housed on the campus of Sangamon State University, which shares a grant with heChicago campus to conduct research on the problem of ^{missing} children.

After five terms as mayor of Houston, Kathy Whitmire will join the faculty of Rice University on February 1. She willecture on public affairs, do research, and help Organize conferences and symposia.

Roger Mudd is leaving "The MacNeil-Lehrer News Hour," where he has been senior correspondent, to accept he Ferris Professorship of Journalism for 1992 at Princeton University.

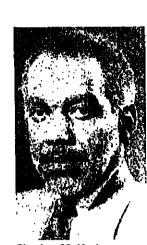
Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



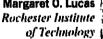
報告記録 Richard A. Detweller



Upsala



Western Michigan University





Cities in Schools Inc



■ New college and university chief executive: Hartwick College, Richard A. Detweiler.

■ Other new chief executive: Cities in Schools Inc., Walter J. Leonard.

Appointments, Resignations

Donald E. Agostino, associate professor of telecommunications at Indiana U., also to director of radio-television services. Bronda Amenson, former member of the student-life stuff at U of Illinois at Chicago, to director of campus life at Aurora
U. (18.).

Robert P. Bartlett, assistant director of cor-

porate and foundation relations at Cornell
U., to director of corporate relations at
U. of Mante.

Jack Becherer, acting dean of student services and director of counseling at St. Louis Community College at Porest Park, to vice-president for student development at Moraine Vulley Community College.

Weldon E. Beckner, professor of education at Texas Tech U., to vice-president for academic affairs at Wayland Baptist U.
Pauf Buchanan, library-systems analyst at Oregon Health Sciences U., to director of computing and telecommunications at

Oregon Health Sciences U., to director of computing and telecommunications at Washington U. (Mo.).

Evelyn S. Campbell, director of the Student Mediation Center at Ohio State U., to dean of student services at Augustana Cullege till.).

Joan Clarke, former reference librarian at St. Louis Community College at Florissant Valley, to director of instructional resources at St. Charles County Community College.

James J. Cook, president of Seminole Jun-ior College, to director for two-year-col-lege education at Oklahoma State Re-gents for Higher Education.

gents for Higher Education.

chin Crusos, director of plucement services

at Wayne State U., to executive director Reorge Dea, assistant dean of the college of

natural resources at U, of California a Berkeley, to assistant dean of the school of theater, film, and television at U. o California at Los Angeles.

Richard A. Detweller, vice-president and professor of psychology at Drew U., to president of Hartwick College, effective

this summer.
Russell Du Bols, hend librarian at U. of
Minnesota at Morris. has retired.
William D. Duffy, director of government relations at Gonzaga U., has retired.
W. Seott Friedhoff, dean of admission at Albright College, to dean of admission for
the college of liberal arts at Hamiline U.
Robert C. Allegels are given of West Vir-Robert C. Oillespie, president of West Virginia Institute of Technology, has announced his resignation, effective August

enen n, woudderg, professor of microbiolo-gy at U. of New Mexico, to associate pro-vost for research and deen of graduate studies.

Harold P. Hazon, vice-president for development at Huntington College, to vice-president for development at Regent U. Royster C. Hedgepeth, senior vice-presi-dent for development at U. of Colorado Foundation, to vice-president for univer-sity relations at Marquette U. Richard Hoydinger, vice-president for exter-nel relations at U. of Minnesota, has an-nounced his resignation, effective June

Computers in Teaching Initiative Centre for Textual Studies at Oxford U. (Eng-land), to director of the Center for Electronic Texts in the Humanities, a joint venture of Princeton U. and Rutgers U. Charles M. Hodge, professor and dean of the college of education and human development at Lamar U., to dean of the college of education and professor of edu-

Properties (East Orange, N.J.), to vice-president for administration at Upsala College.

Kay Kensely, program coordinator for stu-dent activities at U. of Wisconsin at Green Bay, to director of alumni relations

at Carroll College (Wis.). Anthony M. Kohlenberger, adviser to the Study Abroad Program at California

State U. at Los Angeles, to director of the international-student program at Orange Coast College. Jane Lomke, assistant director of financial-aid services at American College Testing (lowa City), to director of student finan-

cial services at Carroll College (Wis.).
Sieven R. Losvy, former managing director of public information, development, and policy at Travelers & Immigrants Aid of Chicago, to director of corporate and foundation relations at DePaul U.

Continued on Following Page

CONFERENCES, WORKSHOPS

The Fifth Annual Working Conference on

Critical Literacy/Critical Thinking: The Challenges of Technology, Culture and Creativity

April 1 - 4, 1992

• Exploring the Arts of Teaching and Learning •

Chicago, IL

Featured Presenters

educational technology specialist, software con-

sultant and partner in The Confluence Group

Apple Consulting Educator and Director of the

editor, *informal Logic* and co-author of *Logica*:

author of Dimensions of Thinking and Cognitive

struction and producer of the documentary

co-director, Critical Thinking Institute, Montclair

Multimedia Resource Center, Miami Dade C. C.

Nancy Goldberger and

Mary S. Belenky

Stephen Brookfield

Literacy Project

Bernajean Porter

Roberta Stokes

John Chaffee

Ralph Johnson

Beau Fly Jones

Mark Weinsteln

State University

Chet Meyers

author of Thinking Critically

author of The Skillful Teacher

Faculty of Oakton's Critical

Keynote Speakers

Roger Schank

"No More Teachers' Dirty Looks: How Technology Can Humanize Education

John Matsul

Assistant Director, Student Learning Center, U. C. Berkeley "Teaching Critical Thinking: The Dilemma of 'Culture Gep,' Rigor and Multiple Literacles''

Salvatore Maddi Professor of Psychology, UC Irvine, President of

"Creative and Resilient Thinking Thriving on Change"

Pre-conference Workshops

John Matsul 'Teaching Critical Thinking in the Multicultural

Oakton Critical Literacy Project "An Introduction to Critical Literacy/Thinking

Bernalean Porter 'information Literacy: A Changing Education

Lynda Jerit venced Workshop: Critical Thinking by Design'

Highlights

- Advanced and Introductory Sessions Practical, Hands-on Presentations
- Multiple Sessions on Key Themes Half-day Seminars

Selected Workshop Topics

- The Art and Technology of Teaching The Critical Literacy Model: Critical
- Reading, Writing and Collaboration Infusing Critical Thinking Across the
- Teaching Creatively/Teaching Creativity Culturally Diverse Ways of Knowing
- Critical Thinking and Vocational/ Technical Education
- How Brains Make Meaning Overcoming Resistance to Technology
- How Artists Think, See and Create Assessing/Measuring Critical Thinking
- Women's and Men's Ways of Knowing Visual Knowing
- Informal Logic Designing Assignments for Critical Thinking
- Critical Thinking in the Disciplines

Buthor of Teaching Students to Think Critically For registration information, contact

Lorenz Boehm, Conference Coordinator. (708) 635-2641

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Ann Morey, San Diego State College, on working with diversity

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Pennsylvania 35 💆 Reed, chancellor State University System of Florida Rebecca Stafford, former president, Chatham College Perry Zirkel, university professor of education and law, Lehigh University

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For information: Deborah G. Corsini Director of Executive Education School of Urban and Public Affairs Camegle Mellon University Pittsburgh, PA 15213-3890 Telephone (412) 268-6082 Fax (412) 268-7036

Gazette

Revarch Techniques and Their Use in System Recruitment," Council for Advicent Recruitment, Council for Advicent and Support of Education, Bulinore. Confact: (2021 328-5900.

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Sudy Abroad: the Global Reality." (2021 328-3900.

Sudy Abroad: the Global Reality." (2021 328-3900.

Sudy Abroad: College Consorthum for Ingentional Studies, Orlando, Fla. Conjust (215, (215) 493-4224. Continued From Preceding Page
Margaret O. Lucas, dean of the care
creative arts at West Virginia (1., 5%
of the colleges of graphic arts and for
ruphy and fine and applied arts at Rot
ter Institute of Technology, 65c.
June 15.

Thomas A. MoNames, director of deeds ment at Hartwick College, to director development at Carleton College. Linda Murphy, assistant dean for alcompanion in the college of education risk lied professions at U. of Toledo, lide of the school of professional states. Central Washington II. January 1992 SHTWT S 1 2 3 4 5 6 7 8 9 10 11 Central Washington U.

Jacqueline Peterson, acting dear of ...
dents at Rensselaer Polytechnicioni...
to director of multicultural affair.

Karon L. Poelking, director of the lifer,
learning center at Notre Dame (Co.
(Ohio), to dean of the division of all
learning und development. 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

learning and development.

Theresa A. Powell, acting vice-president student affairs at Western Michean H-fabrery 1: Religion. National confer-exconthe fature shape of black religion, wight State University, Dayton, Oltio. Consct: Paul Griffin, (513) 873-2274 or (11) 873-2914. to vice-president.

John H. Slegel, former professor of rugut Johns Hopkins U., to chaimanole;
omy, cell biology, and injury stream
U. of Medicine and Dentistry of Nostsey-New Jersey Medical School alk

MISCELLANY

Valter J. Leonard, former president o th bulness officers. "Leadership Insti-tle," National Association of College and University Business Officers, Wash-uton, Contact: (202) 861-2520.

Deaths

Wallace W. Atwood, Jr., 85. former sp assistant to the president at Mass Academy of Sciences, January 4 n P Eli M. Bower, 74. professor emerius

ucation at U. of California at Brids. December 20 in Alameda, Cal. Carl Bridenbaugh, 88, former professor American history at Brown U. 1809 (Carling at Backley and Management ifornia at Berkeley, and Massachar. Institute of Technology, January 6

29 in Ames, Iowa.
Robert G. Glasser, 62, former professed
physics and computer science at 0.6
Maryland at College Park, January 81 College Park, Md. Robert L. Hess, 59, president of Broths College of City U. of New York James

vice-president for program evaluate and professor of philosophy a Dreatt January 4 In Philadelphia. Margaret W. MoPherson, 93, former po

fersor of chemistry at George Webs-ten U. January 7 in Calthersbur, K. William G. Panschar, 66, professor das keting at Indiana U. January in Blee-

ington, Ind. Francia M. Pipkin, 66, former chaims of physics at Harvard U., January 56 Ca-

oringe, Mans.

Joe Sapore, 67, former professor of physical education and former wreating card at City College of City U. of New York.

Junuary 6 in Ormand Beach, Ph.

Josef Solterer, 95, professor emetical economics at Georgetown U., Januar in Washington. Robert Stolar, 84, former clinical profess

Coming Events

A symbol (*) marks items that

Robert Stoler, 84, former clinical professor of dermatology at Georgetown U. II. Howard U., January 4 in Adelphi, M. Mary C. Turple, 82, former professor at American studies at U. of Minnesona, be cember 15 in Minnespolls. Kurt H. Well, 96, professor emerius of aschanical engineering at Stevens Indian of Technology, January 2 in Mondal.

Convention, Association for Education of Communications and Technology, Washington, Contact: AECT, (202) 347-7831, bi (302) 347-7839, bi (302) 347-7839, bi (304) 347 Page 1405) 325-3936.

not appeared in previous issues of The Chronicle. 29-February 1: Continuing education. Dri sion conference. National University Continuing Education Association, Frit Lauderdale, Fla. Contact: Ann High hers, (202) 659-3130.

30-31: Admissions. "Designing a Marketing Plan to Recruit Graduate Sudeding Plan to Recruit Graduate Sudeding Plan to Recruit Graduate Sudeding Flan to Recruit Graduate Sudeding Flan to Research Management Caronation, Nashville. Contact: Prosser. (800) 524-6673 or (615) 663-770.

30-31: Legal Essues. "Labor and Tribet."

Prosser. (800) 524-6673 or (615) 66-476.

30-31: Legal issues. "Labor and Emplorment Law," conference, Steisos United Sity, St. Petersburg, Pla. Contact, Alix, Ruffner. (813) 345-1121, ext. 312.

10-34: Bassaltanat, Sugarsahi Market, B. Association for Science, Technology

and Society, Alexandria, Va. Contact: Robert Merideth, (814) 865-9951.

6-9: Woman and sports. "Leading the Way to a New Generation of Girls and Women in Sport," symposium, Slippery Rock University, Slippery Rock, Pa. contact: Laurel A. Dagunn, (412) 738-2027, or Catrional Higgs (412) 738-2788

 6-1.3: Art libraries. Annual meeting, Art Libraries Society of North America, Chicago Hilton Hotel, Chicago. Contact: Au-Lis. (602) 881-8479. 7-8: Aosthotics. "Whatever Happened to

Bennty: Aesthetics in a Culture of Sugas, "symposium, University of Texas, Austin, Tex. Confact: Center for Study of Modernism, (512) 471-7547, or Texas Fine Arts Association, (512) 453-5312. Fine Arts Association, 1512 453-5312.

7-8: Drug abuse. "The Role of Spirituality in Recovery," seminar, University of California at San Diego, San Diego, Contact: (619) 534-540, fax (619) 534-527.

7-8: Managoment, "Managing for Success," seminar, University of Utah, Sali Lake City, Contact: Junice Blackham, (2011, 581-580)

7-8: Women's studies. "Women as Cre-ator: an Interdisciplinary Approach," conference, Marywood College, Scran-

American Indian professors, Tempe, Ariz. Conlact: Center for Indian Educa-tion, Arizona State University, Farmer 415, Tempe, Ariz. 85287; 1602) 965-6292. 7-9: Legal lanues. Workshops on legal i sues in higher education. Stetson Unive

sucs in righer editication, Stetson University and others, Sheraton Sand Key Resort, Clearwater, Fla. Contact: Alice Ruffner, (813) 345-1121, ext. 312.

7-9: Students. Annual conference, Association for Student Judicial Affairs, Clearwater Beach, Fla. Contact: Dennis E. Gregory, (919) 759-5185.

8: Philipsophy Confessor Contact: Diff.

Gregory, (919) 759-5185.

8: Philosophy, Conference, Greater Philadelphia Philosophy Consortium, Temple University, Philadelphia, Contact: Mary H. Donohue, Thomas Library, Bryn Mawr College, Bryn Mawr, Pa. 19010.

8-9: Legal lasues, "... And Here's the Foul Shot: Fairness in Intercollegiate Athletics," conference, National Association of College and University Attorneys, Radisson Suite Resort, Clearwater Beach, Fla. Contact: Anniouise Roark, NACUA, One Dupont Circle, Washington 20036; (202) 833-8390, [ax (202) 296-8379.

ton, Pa. Contact: Judith Hochman, (717)
348-6211.

7-9: Faculty. National conference of American Indian professors, Tempe, Ariz. Contact: Center for Indian Education. Arizona State University Farmer.

8-11: Geology. "Thematic Conference on Geologic Remote Sensing." ERIM, Pasadena, Cul. Contact: ERIM, P.O. Box 134001, Ann Arbor, Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-1200, ext. 323

February 8 M T W T F S 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22

23 24 25 26 27 28 29

conference, Council for Advancement and Support of Education, Philadelphia ect: CASE, (202) 328-5900. ■ 9: Legal lacues. "Managing Critical Lin-

sociation of College and University At-torneys, Sheraton-Sund Key Resort, Clearwater Beach, Fla. Contact: Ann-Clearwater Beach, 748. Collater American louise Roark, NACUA, Suite 620, One Du-pont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

1-10: Teleconferences. Annual conference National University Teleconference Net-work, Washington, Contact: NUTN, 210 Public Information Building, Okluhoma State University, Stillwater, Okla, 74078-0653; (405) 744-5191, Jax (405) 744-NUTN.

9-11: Research. "Sponsored Programs for Predominantly Undergraduate Col-leges and Universities." conference, Na-tional Council of University Research tional Council of University Research Administrators, Hyatt Regency-Cupited Hill Hotel, Washington, Contact: NCUPA, Suite 220, One Dupont Circle, Washington 20036: (202) 466-3894.

8-12: Curriculum. "The Fate of Liberal Education," conference, University of Chicago, Chicago, Contact: (312) 702-4195

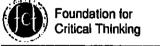
National Council for

4195.

8-12: Legal issues. "Law and Higher Education." conference, Stetson University.
Clearwater, Fia. Contact: Alice Ruffner,
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M. Really, "Evaluating College Faculty Seminar Kontent State Faculty Seminar Kontent State Faculty Seminar Kontent State Faculty F

At Mythodium liseues. Meeting, South-on Regional Faculty and Instructional Development Consortium, Athens, Gu. Consett Frank Gillespie, (404) 542-1355.

M: Meany, Evaluating Confect of Section, Seminar, Kansus State University of Endoation and Development, (800) 25-2757 or (913) 532-5970. 14 individual advancement. "Congression Briefing," Council for Advance-

nen and Support of Education, Washington, Contact: CASE, (202) 328-5900 148 Milar education. Annual meeting. Association of Cutholic Colleges and Universities, Hyatt Regency Hotel. Washington Contuct: ACCO. Suite 650. On Dapont Circle, Washington 20036;

k lither education. "Political Correctzs. Hate Speech, and Academic Freeba on College Cummuses. '' conference York Committee on Law and Education.

tor Committee on Law and Education, Say York, Contact: Resenanty Sale more, (718) 990-66000.

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186 Facilie. "Sustaining Langues Davids.

bb feedy, "Sustaining Laculty Diversity," conter-sylathe Research University," conter-tor, University of Arroma, Lucson, Am. Contact: (602) 624-8632, cst. 247 5h Confinding Education. "Executive Development Seminar," National University Continuing Education Association, Washington, Contact: Ann Weinberg, 02(65)-31(4).

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Services Program," Council for Ad nacement and Support of Education, ker Oleans, Contact: (202), 328-5600. 189. Guestional technology. National contention, Association for Education of Computations and Technology.

Vi Recomment, "Recruiting the Citally at Student," workshop, Council for Advancent and Support of Education. Ribidiphia. Contact: (202) 328. Support of Education. Ribidiphia. Contact: (202) 328. Support of English. Contact: (202) 328. Support of English. Contact: (202) 328. Support in the English. Contact: (202) 429. Support in English. Ontains 5 (2010) 18. Support in Steenberg, (462) 449. Support in Support in State University. Walkering Support in English. Sup

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ther to the mastery of content nor to the RICHARD W. PAUL, a major leader in the international critical thinking movement, has published over 40 articles and five books and organized II international con There is a solution for those of us who teach ferences on critical thinking. He has lectured and conducted workshops on many major. universities and colleges both in the USA of critical thinking as a foundation for both and abroad. His recent book in: Critical Thinking: What Every Person Needs to Survive in a Rapidly Changing World. The Institutes emphasize: the basic con-

cepts of critical thinking, teaching strate- GERALD NOSICH, noted authority and scholar on critical thinking, is working on a book on critical thinking across the curricual standards, the art of Socratic question- lum. He has given many workshops on the, application to reading and writing, critical thinking across the country.

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> Ound International Hotel New England BOSTON: Feb. 1-2, 1992 Logan International Hotel

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- 4. Applying technology in the classroom

Some featured presenters are:

Larry Darlago Don Doucette Pat Hutchings Roger T. Johnso George Vaughar Carol Welse

Thomas A. Anglelo

For registration forms and more information, contact: Martin Center for College Services Florida Community College at Jacksonville 501 W. State St., Jacksonville, Florida 32202

The Center for the Advancement of Teaching and Learning

FCCJ is an equal apportunity/affrmative action college and maintains a emoke-free indoor environment.

CALL FOR PAPERS — March 6

Women: Vitae and abstracts of papers for possible presentation at the 6th Annual Interdisciplinary Conference.

"Women: Voices, Visions, and Vexations"

to be held September 24-26, 1992 at Bowling Green, Kentucky Keynote Speaker: Annette Kolodny

Contact:

Program Committee, Women's Studies Conference FAO 200, Western Kentucky University Bowling Green, KY 42101 502-745-5767 or 745-5728. Fax # 502-745-5387.

Coming February 19

A SPECIAL PULL-OUT SUPPLEMENT

> Events in Academe Spring-Summer 1992

You'll want to save this extraordinarily useful compendium of meetings, conferences, seminars, and other noteworthy events in higher education this coming spring and summer. It will feature listings by subject, sponsoring organizations, and dates, with names, addresses, and phone numbers of the people to call upon for detailed information and application forms.

Be sure to reserve advertising space.

To call extra attention to the events you sponsor, you're invited to insert an advertisement in this special section of The Chronicle. Deadline for space reservations and materials: Friday, January 31. Phone our Display Advertising Department today: (202) 466-1080; ask for Lauren

Listings in the reference columns of this special supplement are free, but publication of meeting announcements is at the discretion of the editors.

The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037

Coming Events

ontinued From Preceding Page

10: Student personnel. Seminar on stude success courses, College Survival Inc., New York, Contact: CSI, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

10-21: Adult aducation. "Focus on Adults: a Self-Study Guide for Postsec-

Adults: a Self-Study Guide for Postsecondary Education Institutions," workshop, American Council on Education, Washington. Contact: Center for Adult Learning and Educational Credentials, ACE, One Dupont Circle, Washington 20036-1193; (202) 939-9475.

20-11: Multioulturalism. "Developing and Implementing Multicultural Curricula," workshop, Southwest Center for Human Relations Studies, San Diego. Contact: (403) 325-3936.

10-12: Planned styling. "Contact Teitell's

10-12: Planned giving. "Conrad Teitell's Comprehensive Planned Giving Course," Philanthropy Tax Institute, San Francis-co. Contact: Sally-Ann O'Shea, PTI, 13 Arcadia Road, Old Greenwich, Conn 06870: (203) 637-4311.

11: Student personnel. Seminar on student-success courses, College Survival Inc., Philadelphia. Contact: cst, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474;

(800) 528-8323, fax (605) 347-7553.

11-13: Personnel. "Admission-Representative Seminar," sar Gallup, Lincoln, Neb. Contact: sar Gallup, 301 South 68th Street, Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-9000.

Lincoln's Birthday

 12: Research. "Responding to Allega-tions of Research Misconduct in the Uni-versity: a Practicum," workshop, American Association for the Advancement of Science, Hyatt Regency Hotel, Chicago Contact: Misconduct Practicum, Directorate for Science and Pollcy Programs, AAAS, 1333 H Street, N.W., Washington 20005; (202) 326-6600, fax (202) 289-4950.

20005; (202) 326-6600, fax (202) 289-4950.

12-13: Admissions. College fair, National Association of College Admission Counselors. Pittsburgh. Contact: NACAC, Alexandria, Va. 22314; (703) 836-2222.

12-14: Fund raising. Annual winter conference, American Prospect Research Association, Hyatt Orlando Hotel, Orlando, Fla. Contact: John L. Gliha, (515) 294-6819.

12-4-0819.

12-4-14: Higher advostion. "Lifetong Learning: Meeting the Higher Education Needs of Adult Learners," conference, National University, San Diego, Contact: National University, San Diego, Contact: National Control

al University, San Diego, Contact: National University Research Institute, National University Research Institute, National University, Suite 322, 4025 Camino del Rio South, San Diego 82108; (619) 563-7144.

12-18: Muslo. Annual conference, Sonneck Society for American Music. Louisiana State University, Baton Rouge, La. Contact: Wallace McKenzie, School of Music, Louisiana State University, Baton Rouge, La. 70803; (504) 388-3261.

13: International education. "Education in the People's Republic of China," workshop, World Education Services, San Francisco. Contact: Robert Hunter, (212) 966-6311. fax (212) 966-6395.

13-14: Buelness officers, "Strategic Plunning and Budgeting," workshop, National Association of College and University Business Officers, Los Angeles, Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

Washington 20036; (202) 861-2520.

13-14: Cooperative education. "Two-Year Colleges and Co-op: It's a Natural' training program, Northeastern University. Cincinnati. Contact: Donna Daylor, Associate Training Director, Northeastern University. Center for Cooperative Education, 503 Stearns Center, Northeastern University. Boston 02115; (617) 437-374, fax (617) 437-37402.

13-14: History. "Encounters, 1492-1992: 500 Years of Interaction." symposium, Texas Lutheran College, Seguin, Tex. Contact: Stephen Anderson. (512) 372-8020.

8070.

13-14: Multicultural leaues. "Managing Diversity in the University/College Workplace," workshop, Southwest Center for Human Relations Studies, San Diego. Contact: (405) 325-395.

Programs: Certificate Training, Interna-tional Counsoling Center and George Washington University, Washington, Contact: ICC, Suite 138, 3000 Connecticut Avenue, N.W., Washington 20008; (202) 483-0700.

483-0700.

13-16: Social sciences. Conference, Sunbelt Social Network Conference, San Diego. Contact: Phillip Bonacich, Department of Sociology, University of California, Los Angeles 90024.

13-17: Women and higher education, "Next Step Workshop for Women Administrators in Higher Education Whose Next Career Step Could Be the CEO Position," National Institute for Leadership Development, Phoenix. Contact: NILD, Rio Salado Community College, 640. North First Avenue, Phoenix 85003; (602) 233-4290.

■ 17-19: Fund raising. "Securing Major Gifts Using Gift-Planning Techniques," seminar, National Planned Giving Institute, French Quarter Suites Hotel, Memphis. Contact: Kathy L. Robbins, Robert F. Sharpe and Company, 5050 Poplar Avenue, Memphis 38:57-1212; (901) 767-2330 or (800) 238-3253.

■ 18-23: Campus activities. Annual meeting, National Association for Campus Activities, Dallas, Contact: NACA, P.O. Box 6828, Columbia, S.C. 29260; (803) 732-NACA. 13-19: Personnel. National seminar, College and University Personnel Association, Capital Hilton Hotel, Washington. 732-NACA.

19-21: Ethics. "The Puture of Bihics in America: Can an Individual Make a Difference?" national conference, Califor-

Contact: Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6.

Valentine's Day

14: Faculty development. Annual confer ence, Massachusetts Faculty Develop-ment Consortium, Waltham, Mass. Conact: Susan A. Holton, MFDC, Bridgewa

tact: Sitten A. Hotton, MFDr., Bridgewater, Muss. 02325; (508) 697-1201.

2 14: Higher education. "A Day With Arthur Chickering: Education and Identity Revisited." workshop, Culifornia State University, Long Beach, Cul. Contact: Cynthia S. Johnson or Kathryn Goddurd, Studen Develogent in Higher? Chr. Student Development in Higher Educa-tion, 1250 Bellflower Boulevard, Long

Beach, Cal. 90840; (213) 985-4974.

14: Higher education. "Teaching in Shopping Centers," teleconference, NUTN and Indiana University-Purdue University at Indianapolis. Contact: NUTN, (405) 744-510. 14: Mathematics. Math workshop. Addi son-Wesley Publishing Company, Xavier University, Cincinnati. Contact: Addi-son-Wesley, One Jacob Way, Reading,

Mass. 01867; (617) 944-3700. 14: Student affairs. Annual conference on student affairs. Annual conference on student affairs. University of Muryland, College Park, Md. Contact: Mary D. Gibson, Maryland Student Affairs Conference, 2101 Annapolis Hall, University of Maryland, College Park, Md. 20742; (301) 314-7343.

14-15: Teaching. "It's a Small World: Using Multi-Cultural Education for Effective Teaching," forum, Fayetteville State University, Fayetteville, N.C. Contact: Bertin H. Miller, (919) 486-1265. 14-18: Multicultural education. Annual conference. National Association for Multicultural Education. Orlando, Fla. Contact: Alfread G. Mouton, Division of Basic Studies, McNeese State University. Lake Charles, Lu. 70609; (318) 475-5131 or (318) 474-4772.

18-18: Black writers. Meeting, Union of Writers of the African Peoples, Community College of Philadelphia, Philadelphia, Contact: uwap, c/o Forbes Quadrangle 3T01, University of Pittshurgh, Pittsburgh 15260; (412) 648-7540, fux (412) 648-7214.

conference. Council for Advancement and Support of Education, Grand Hyatt Hotel, Washington, Contact: CAST, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

15-19: Teacher education, "Education and Family: a Global Perspective," annual meeting, Association of Teacher Educators, Orlando, Fla. Contact: ATE, 1900 Association Drive, Reston, Va. 22091-1599; (703) 620-3110, fax (703) 620-9530.

16: Personnel, "Salary Equity." professional contacts of the contact of the con rence, Council for Advancemen

1992 February 1992

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16-19: Enrollments. "Recention Showcase: Focus on the Undecided Student," con-ference, Bradley University. Costs

ference, Bradley University, Costa Mesa, Cal. Contact: Center for Educational Development, Bradley University, Peorla, Ill. 61625; (309) 677-2420.

16-19: Equal opportunity, "Passport to the Future: Forging Partnerships Through Business, Education, and Covernment," annual conference, Southeastern Association of Educational Opportunity Program Personnel, Nashville, Contact: Loretta R. Herrin, Project Upward Bound, Benedict College, Columbia,

Presidents' Day

S.C. 29203; (803) 253-5342.

and African-American Content in the School Curriculum," national confet. Concer, Kente Fund, Hyatt Regency Hold. Atlanta. Content Rente Fund, P.O. Bar. 2006. Atlanta, Contact: Kente Fund, P.O. 80; 396, Atlanta 30301.
20-22: English, Southeast regional coderence on English in the two-year college, National Council of Teachers of English, Ruleigh, N.C. Contact: Hilda Barres, Pitt Community College, Drawer 300, Greenville, N.C. 27835-7007; (919) 335-3416. 16: Personnel. "Salary Equity," professional-development program, College sional-development program, College and University Personnel Association, Capital Hilton Hotel, Washington, Con-tact: Lucia Cretella or Kuren Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6. 20-22: Multiculturalism. "Multiculum

Wushington, D.C.: the Changing Con-plexion of Social Inequality," confer-ence, American University and Inside for Policy Studies, Washington, Conset-Robert D. Munning, Department of Sociology, American University, Washington 20016; (202) 885-2474, fax (202) 885-2471.

952-0332, fux (214) 952-0329.

College and University Business CB.

cers, Boston, Contact: NACUBO, Profes

sional Development Department, Snir 500, One Dupont Circle, Washingas 20036; (202) 861-2520.

20-21: Fund raising. "Focus On You Success!" conference. National Sador of Fund Raising Executives, Holiday in Riverwalk, San Antonio. Contact NSPRE, P.O. Box 40422, San Antonio 178729-1432

78229-1422.
20-21: Legal Issues. "Law and Leadenby in the Schools," conference, Sistem University, St. Petersburg, Fla, Contact Alice Ruffner, Conference Coordinate, Stetson University College of Law, Mill 61st Street South, St. Petersburg, Pt. 33707; (813) 345-1121, ext. 312.
20-21: Management, "Evolution and

Timing Cupital Projects," workshop, 08
Ed Luboratories, Oriental, N.C. Contatt
OR/Ed, P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040.

20-22: Administrators. Annual merius.
American Association of President of
Independent Colleges and Universitis.
Phoenix. Contact: (213) 456-448.

78229-1422.

20016; (202) R85-2474, fax (202) 885-2471.

20-23; Continuing education. "Developing and Teuching Programs in the Humanities. Arts. and Sciences: Teaching Adults in Changing Times," division meeting, National University Confinels Education Association, Knickerbocktr Chicago Hotel, Chicago. Contact: Christopher L. Guymon, University of Chicago, Office of Continuing Education, 313 Kimbark Avenue, Chicago 60637; (311) 702-1722, fax (312) 702-6814.

20-23: Higher education. "Re-Forning Arts and Sciences Majors: Strengthains, Majors as Communities for Libert, Learning," regional conference, Association of American Colleges, Philadelphiate, R. Learning, regional conference, Associate atton of American Colleges, Philadelphia, Contact: Thomas Jeavons, Associate Director of Programs, AAC, 1818 R Siret, N. W., Washington 20009; (202) 387-3760.

21: Mathematica, Math workshop, Additional Company. De-

son-Wesley Publishing Company, De Katb, Ill., and St. Petersburg. Fla. Contact: Addison-Wesley, One Jacob Way. Reading, Mass. 01867; (617) 944-3700.

21: Students. "Student Affairs in its 90%; Searching for the Silver Linds." 90's: Searching for the Silver Linios, conference, Saint Joseph's University and other sponsors, Chestnut Hill, Paradio Contact: Nancy Komada, Director of Student Activities, Saint Joseph's University, 5600 City Avenue. Philadelphia 1913 la, 1395; (215) 660-1073.

21-22: Computers and Ilbraries. "Online. Offline, In-line: Computer Law for the 1990's," conference, Southern California Association of Law Libraries, Los Angles. Contact: Kathleen Smith. (213) 68-7819, or Eleanor Gonzales, (213) 23-0358.

7617. Of Eleanor Oston.
70358.
21-22: Women's studies. "Restoration and 18th-Century Women's Voices," sumul meeting, Aphra Behn Society. New Orleans. Contact: Ellen Gardiner, Department of English, University of Mississippi, University, Miss. 38677.
21-23: Ethnography. "Ethnography is Education Forum," University of Pansylvania, Philadelphia. Contact: Frances Riemer, Center for Urban Ethnography.

nia State University, Long Beach, [4] 170 Contact: Delona Davis, (310) 985444 [6] fax (310) 985-8449.

19.23: Science education. "National Int. 23: Science Education Summit Conference. Conflict of France Conference. Conference Wingspread Conference Center. Rocine. Wingspread Conference Center. Rocine. Wingspread 13-21: Fund raising. "Taxes and (a. ing." seminar, National Planned Gazing. "Seminar, National Planned Gazing." seminar, National Planned Gazing. "Seminar, National Planned Gazing. Mcmphis. Contact: Kathy L. Robbert F. Sharpe and Company, 57. Popular Avenue, Memphis 38157-lin (901) 767-2330 or (800) 238-323, 19-21: Fund raising. "Winter Institute Company, 19-21: Fund raising." 19-21: Fund relaing. Winter Institute Senior Development Professions

18.28: Freshman year. Annual meeting ant freshman-year experience. Uni-unity of South Carolina, Columbia. Council for Advancement and Support Liducation. Hyatt Sarasota Hotel, Sar enity of South Carolina, Collimbia SC Coalact: Freshman Year Experi-(22, University 101, University of South (adins, 1728 College Street, Columbia, 5C, 2928; (803) 777-6029. sotu, Fln. Contact: Case, Suite 40, 11 Dupont Circle, Washington 20036; (25)

Washington's Birthday

20: State finanoing. "How to furner Your State Funding: Trends and State gies to Increase State Funding for High-er-Education Institutions," teleconfi-ence, Dallas County Community College States, Network. Contact: Jeff Rodman, Old 952-0332, fur. (214) 933-939 20-21: Alumni. Working With Aluer Boards," workshop. Council for Advancement and Support of Education Adam's Mark Hotel, St. Louis. Contain plother sponsors, Columbia, S.C. Constitution of the Contain Conta CASE, Suite 400, 11 Dupont Circle, Wad ington 20036; (202) 328-5900 20-21: Business officers, "Budgeting & Academic and Student-Services Pena nel," workshop, National Association

ences. Presimen Year Experience Conferences. University 101, University of South Carolinu, 1728 College Street, Columbia, S.C. 29208: 1803, 377 608. tact: Freshman Year Experience Confer-**22: Mathematics.** Math workshop, Addi ZZ: watnembuos, Math workshop, Addison-Wesley Publishing Company, Harrisburg, Pa., and Huntington Beach, Cul. Contact: Addison-Wesley, One Jacob Way, Rending, Mass. 01867; (617) 944-3700.

22-23: Critical thinking. "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Los Foundation for Critical Thinking, Los Angeles. Contact: Center for Critical Thinking, Sonoma State University, Rohnert Park, Cal. 94923; (707) 664-2940.

22-26: Institutional advancement. District conference. Council for Advancement and Support of Education, Delta Hotel, Vancouver, British Columbia. Contact: (ASE, Suite 400, 11 Dapont Circle, Washington 20036; (202) 328-5901.

22-28: Woman. "Leadership Development Program for Women in Higher Education," National Institute for Leadership Development, Columbia, S.C. Contact: MILD, 640 North First Avenue.

Phoenix 85003; (602) 223-4290.

23-25: Business officers. "Treasury/Cash Management," workshop, National Association of College and University Business Officers Roston, Contact: NACUBO Professional Development Department Suite 500, One Dupont Circle, Washing

ton 20036; (202) 861-220.

■ 23-26: Fund raising, "The Path to Success," seminar, Institute for Charitable Giving, Dallas Marriott-Quorum Hotel, Dallas, Contact: 100, 500 North Michigan Avenue, Chicago 60611; (312) 222-9757. fax (312) 222-9411. 23-28: International education. Annu

conference on international education. Community Colleges for International Development, Conta Mesa, Cul. Contact: CCID. 1519 Clearlake Road, Cocoa, Fla 12922; (407) 631-3784, fux (407) 639-0078 23-26: Summer programs. "Maximizing Summer Opportunities.—Utilizing Exist

ing Resources," national conference, University of South Carolina, Myrtle Reuch, S.C. Contact: University of South Carolina, Division of Continuing Education, Suite 108, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444, fax

24: Minorities. 'Student-College Interview Session,' Southeastern Regional Office of National Scholarship Service and of National Scholarship Service and Fund for Negro Students, Pittsburgh Hil-ton and Towers Hotel, Pittsburgh, Con-fact: SERO-NSSENS, 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-

24-25: Institutional advancement. "Sharp ening Your Institutional Image," work-shop, Council for Advancement and Support of Education, Forum Hotel, Chica-go. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-4-28: Business officers. "Intermediat

Fund Accounting." workshop, National Association of College and University Business Officers, Monterey, Cal. Con Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520. 24-26: Fund releing, "Knowing the Essentials," seminar, John Brown Limited, Harvard Faculty Club, Cambridge, Mass. Contact: IBL, P.O. Box 296, Peterborough, N.H. 03458-0296; (603) 924-3834, fax (603) 924-7998.

■ 25: Health. "Beyond the Facts: Promoting Sexual Health in Campus Communi-Contact: Labow & Associates, 1818 West

Contact: Labow & Associates, 1818 West Sunset Drive, Stillwater, Okla. 74074; (405) 743-0559, fax (405) 377-9118.

28: Philosophy. "Symposium in Memory of Morris Weitz," Boston University. Boston, Contact: Robert S. Cohen, Center for Philosophy and History of Sci-

ter for Philosophy and History of Science, Boston University, Boston 02215.

25-28: Teacher education. "Where Are We Going? Who Will Lead Us There?" annual meeting, American Association of Colleges for Teacher Education, San Antoniu Marriott Rivercenter Hotel, San Antonio, Contact: Sonja Goree or Claudi-Goldberg, AACTE, Suite 610, One Dupont Circle, Washington 20036-1186; (2021-292-2450)

26: Fund raising. Seminars, Nova University, Fort Lauderdale, Fla. Contact: Nova University, Office of Continuing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

Continued on Following Page

CONFERENCES, WORKSHOPS

MAXIMIZING **OPPORTUNITIES** national conference

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Now, more than any time in recent history, institutions of higher education are facing critical challenges to utilize idle space, minimize down time, meet existing summer employment conditions, defray operating costs, and generate income. Specifically designed to focus on the pervasive importance of developing and maintaining successful summer programs, Maximizing Summer Opportunities will help you generate that new vitality.

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15th Annual Conference on International Education

February 23 - 26, 1992 Min South Coast Plaza in Costa Mesa, Californ

"INTERNATIONALIZING THE COMMUNITY COLLEGE: PUTTING IT ALL TOGETHER"

The conference will feature plenary presentations and 42 small group lessons. All will address the state of the art in international education. Program tracks are included for trustees, faculty and administrators.

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National Endowment for the Humanities Summer Seminars for College Teachers, 1992

eminars last from five to eight weeks. Parsticipants receive a stipend between \$2,825 and \$4,000 depending on the length of the seminar. Non-teaching scholars, such as archivists, curators, editors, and librari-

Alistair Duckworth, U. of Fla., The Picturesque Movement William Ferris, U. of Miss., Blues as History, Literature,

Marcia Hall, Temple Univ., Roman Painting, 1480-1550 (location: Rome)

John Pinto, Princeton, Architecture and Urbanism in Rome, 1500-1750 (location: Rone) Richard Wendorf, Harvard, Biography and Portrait

LITERATURE AND LANGUAGE Hans Aarsleff, Princeton, The Problem of Language and Human Nature: Locke through Romanticism Paula Backscheider, U. of Rochester, Biography and Hiographical Evidence: The Restoration through the 18th

Century (location: London) Ernst Behler, U. of Wash., Romantic Literary Theory and Literary Modernity

R. I loward Bloch, Berkeley, Old French Fabliaux and the Medieval Sense of the Comit

Jerome Christensen, Johns Flopkins, British Romanticism and the Triumph of Liberalism John Miles Folcy, U. of Mo., The Oral Tradition in

Lilian Furst, Stanford, Rereading Realist Fiction: Balzac, Eliot, Mann

Benjamin Harshav, Yale, The Modern Jewish Revolution: Literature, Culture, and History Anton Kaes, Berkeley, Film, Literature, and Urban Culture in the Weimar Republic (location: Berlin) John Kronik, Cornell, Hispanie Metafiction Mark Krupnick, U. of Chicago, Jewish-American

Literature since 1925 Mason Lowance, Newberry Library, Uncle Tom's Cabin and Antebellum American Culture Steven Mullancy, U. of Mich., Inventing the New World:

Texts, Contexts, Approaches Karen Newman, Brown, Culture and Society in 17th-Century London and Paris Enrico Mario Santí, Georgetown, Poetry and Poetia in

Latin America, 1880-1980 Michael Seidel, Columbia, Reading, Interpreting, and Candace Slater, Berkeley, Images of Amazonia

Howard Stein, Columbia, The American Playeright, Martha Vicinus, U. of Mich., The Construction of the New Woman" and the "New Man" in the 1890s

Lois Banner, U. of Southern Cal., The New Gender Scholarship: Women and Men in U.S. History

ans, are eligible. Richard Herr, Berkeley, Identity and Loyalty in Europe

and the Americas from 1700 David Katzman, U. of Kansas, The Growth of Urban African-American Communitie Karen Offen, Stanford, The Woman Question in Western

Thought, 1750-1950 Carroll Pursell, Case Western Reserve, The Role of Technology in American Culture (Designed for, but not limited to, two-year college teachers)

Eric Van Young, UC, San Diego, Resistance, Rebellion. and Adaptation in Rural Latin America, 1500-1900 Charles Wilson, U. of Miss., Religious Traditions and the History of the South

Robin Winks, Yale, The Historian as Detective Olivier Zunz, U. of Va., American Urban History: Places

PHILOSOPHY AND RELIGION Peter Achinstein, Johns Hopkins, Methodological Debates in 19th-Century Physics

Calum Carmichael, Cornell, Law and Religion in the Bible Edwin Curley, Northwestern, Religion and Politics in Hobbes and Spinoza

Louis Feldman, Yeshiva, The Greek Encounter with Judaism in the Hellenistic Period Jerry Fodor and Ernest LePore, Rutgers, Meaning

Peter French, Trinity Univ. (San Antonio), Responsibility: The Theory and its Application

Hans Hillerbrand, Duke, Religious Reform and Societal Change in the 16th Century Michael Resnik, UNC, Frege and the Philosophy of

Amélie Rorty, UC, Santa Cruz, A History of Philosophical Conceptions of Virtue J.B. Schneewind, Johns Hopkins, A History of Modern

Moral Philosophy Claude Welch, Graduate Theological Union, Berkeley, Church and Society in 19th-Century Religious Thought Michael Williams, Northwestern, Examining the New

POLITICS AND SOCIETY Joel Best, Southern Illinois, Social Problems: The

Newton Garver and Claude E. Welch, Jr., SUNY-Buffalo, Human Rights in Theory and Practice Robert W. Gordon, Stanford Law School, Construction

of the Past in American Legal Thought Lawrence Rosen, Princeton, Anthropological Approaches

Sidney Tarrow, Cornell, Political Histories of Collective Action

Postmark Deadline: March 2

Directors have applications and complete information now. Applications are made directly to them. For information on the program, including directors' addresses and telephone numbers, contact: Summer Seminars for College Teachers, Room 316C, National Endowment for the Humanities, Washington, D.C. 20506, 202/786-0463.

Coming Events

Continued From Preceding Page 26-28: Coatings. Symposium on water-horne, higher-solids, and powder coatings. Southern Society for Coatings Technology, New Orleans. Contact: Robson F. Storey or S. E. Thames, Polymer Science, University of Southern Mississippi, Southern Station Hox 10076. Hattiesburg, Miss. 39406; (601) 266-5193. 26-28: Learning technology. "Learning Technology in the Health-Care Sciences and Interactive Instruction Delivery," Society for Applied Learning Technology, Orlando, Fla. Contact: SALT, 50 Cul-

peper Street, Warrenton, Va. 22186.

 26-29: Minorities. Annual meeting, Pennsylvania Black Conference on Higher Education. Philadelphia. Contact: Alicia Kins, Philadelphia College of Pharmacy and Science, 600 South 43rd Street, Phil

adelphia 19104; (215) 596-8522.

28-March 2: Oevelopmental education. Annual conference, National Association for Developmental Education, San Antonio. Contact: Silvia Lujan, University of Texas-Pan American, 1201 West University Drive, Edinburg, Tex. 78534; (512) 381-2585, Michael Burke, Eastfield College, 3737 Motley, Mesquite, Tex. 75150; (214) 324-7169, or James Smith, Trinty Villey Community College, Athens, Tex. 75751; 1991) 675-6242 75751; (903) 675-6242. **27: International education.**

in the People's Republic of China," workshop, World Education Services, Washington. Contact: Robert Hunter, (212) 966-6311, fax (212) 966-6395.

tion, Doubletree Murina Del Rey Hotel, Los Angeles, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900. 27: Minorities. "Student-College Interview Session," Southeastern Regional Office 27-28: Information systems. Factors in Information Systems," sym-posium, Arizona State University-West, Phoenix, Contact: Jane M. Carey, Busi-Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Philadelphia, ness Programs, Arizona State University-West, P.O. Box 37100, Phoenix 85009; Contact: SERO-NSSENS, 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577-3990.

27: Music. Regional meeting, College Music Society, Mismi. Contact: cms, 202 West Spruce Street, Missoula. Mont, 59802: (406) 721-9616. 27-28: Fund rateing, "Major-Gift Fund Raising for Deans," workshop, Council

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POLYTECHNIC

Pomona, California

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STATE

Oxford, England

ly-West, P.O. Box 37100, Phoents 85009; (602) 543-6216.
27-29: Ethios. "The Global Village: Ethics and Values," conference, Barry University, Miami. Contact: Burry University, Center for Applied and Professional Ethics. Department of Theology and Philosophy, 11300 N.E. Second Avenue, Miami Shores, Flu. 33161-6695; (305) 899-3410.
27-March 1: Asing. Annual meeting. Asset 7-March 1: Aging. Annual meeting, Assuclation for Gerontology in Higher Educa-tion, Stouffer Harborplace Hotel, Baltimore. Contact: AGIIE, Suite 410, 1001 Connecticut Avenue, N.W., Washington 20036-5504; (202) 429-9277.

27-March 1: Peace studies. Annual meeting, Peace Studies Association, University of Colorado, Boulder, Colo. Con-tact: Psa, Campus Box 471, University of Colorado Boulder, Colo. 80309-0471; (303) 492-7718.

27-March 1: Psychology. "National Feminist Psychology Conference: Won-en's Realities, Women's Visions, 'Asso ciation for Women in Psychology, Sheru-ton at Shoreline Square Hotel, Long Beach, Cal. contact: Patricia Rozce, P.O. Box 15743, Long Bouch, Cal. 90815; (213)

985-3022.

■ 28-29: Art therapy. "Exploring the Boundaries: Art and Mental Health." conference, University of Utah, Sult Lake City. Contact: Cathy Stringham, University of Utah, Conferences and Institutes, 2174 Annex Building, Sult Lake City 34112-18011, 581, 5810 City 84112; (801) 581-5809.

28-29: Philosophy. "The Implications of Realism and Antirealism for Epistemolo-ay," conference, Santu Clara University, Santa Clara, Cal. Contact: Christopher B. Kulp, Philosophy Department, Santa Clara, Clara, Cal. Clara University, Santa Clara, Cal.

February 29: Humanities cumtatum & plications for American Caused & Learned Societies Fellowships in B-manities Curriculum Development Co-9503.

28-March 1: Broadcasting, National convention for school- and college-radio broadcasters, Intercollegiate Broadcasting System, New York, Contact: Jeff Tellis, 1Bs, Box 592, Valls Gate, N.Y. 12584, 0592; (914) 565-6710, fax (914) 561-1932.

28-March 1: Higher education. "Workload and Productivity: New Definitions and Increasing Demands," conference on higher education, National Education Association, Sun Diego Princess Resort.

obruary 1: Science education. higher education, National Education Association, San Diego Princess Resort, San Diego Contact: Christine Maitland, Coordinator, Higher Education Conference, NEA, 1201 16th Street, N.W., Washington 20036-3290; (202) 822-7162.

28-March 1: Musio, "Playing (Less) Hurt;" conference, University of South Florida and other sponsors, Clearwaler. tions for grunts under the informal So ence Education Program. Contact life mal Science Education Program, Reco. 635. National Science Foundation, 180 G Street, N.W., Washington 20550; (20 .157-7076. February 7: Environment. Applications Hurt," conference, University of South Florida and other sponsors, Clearwater, Fla. Contact: Lagretta Lenker of Don Fla. Contact: Lagretta Lenker of Don

cooperative agreements or grab to projects in environmental education a specified in Section 6 of the National Education Act. Contact (703) 847-3036 between 1:00 and 549 p.m.. Eastern Standard Time. (For lattice information, see Federal Region. December 10, Pages 64,513-4.) February 14: Technology and othios. Applications for E. ants for on-campus lectures Contact: G11. Corporation Lecturally Program, P.O. Box 6317, Princeton 81. 08541-6317: (609) 951-6507. Owen, University of South Florida, 4202 East Fowler Avonue, 1xs o18, Tampa, Flu. 33620; (813) 974-2403. 29: Drug sbuse, "Annual Intercollegiate Prevention Forum: Campuses and Com-munities—Partners in Preventing Alco-hol and Other Drug Problems," San Dieso Area Intercollegiate Consortium, University of San Diego, San Diego, Contact: Nancy Kallatsu, Alcohol, Tobacco, and Other Drug Studies, University of Cahfornia Extension 0176, 9500 Gilman Drive, La Jolla, Cal. 92093-0176; (619) 534-3322 for (610) 554-3425 08541-6317: (609) 951-6507.

GRANTS

Fobruary 18: Philanthropy. Application for grants for research in philanthropy. Contact: Center on Philanthropy. Sur 301, 550 West North Street, Indianapala 46202; (317) 274-4200. February 26: Energy blosciences. Prapplications for research grants in the cray blosciences. Contact: Program No. ergy bioactenees. Contact: Program of tice 92-3, Department of Energy, Office of Basic Energy Sciences, ER-17, Dis-sion of Energy Biosciences, Washingtot 20585 or Pat Snyder, (301) 903-2873, for

further information, see Federal Resi-ter. November 29, Pages 61,004-5. INSTITUTES, WORKSHOPS Ohio Board of Regents UCLA

Regional Meeting

Por more information, call Judy Herman (617) 890-9150

North Carolina, Chapel Hill, N.C. 27599-3160; (919) 966-1641. held in September in Eugene, Ore. Con-tact: Diane Wong, Special Assistant to the President, Office of the President. University of Oregon, 97403; (503) 346-3036.

February 28: Human-science research. Abstructs of papers on the theme "The Hermeneutic Circle of Understanding: Voice, Narrative, and Meaning in th Life-Worlds of Children and Adults," fo nossible presentation at an international conference on human-science resented to be held in June in Rochester, Mich. Contact: Mure Briod, Institute for Action Contact: Marc Briod, Institute for Action Research, Oakland University, Rochester, Mich. 48309-4401; (313) 370-4233 or (313) 370-4100, fax (313) 370-4239.

Fobruary 29: Trusteeship. Proposals on the theme "Taking Trusteeship Scriously," for possible presentations at a symposium, to be held in October and Notaction of the property Polyce.

vember in Indianapolis. Contact: Robert E. Fogal, Center on Philanthropy, Indinna University-Purdue University, Suite 301, 550 West North Street, Indianapolis 46202-3162.
Adult students. Proposals on the theme

"The Adult Learner: Programs to Altruct, Retain, and Educate Older Students." for possible presentations at a conference, to be held in May in Colum bia. S.C. Contact: National Conference un the Adult Learner. University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

Blography. Short biographies of distin-guished Americans who died during the years 1971 through 1980 for possible inclusion in the Dictionary of American Biography, Contact: Karen E. Markoe. State University of New York Maritime College, Port Schuyler, Bronx, N.Y.

Communication in the New Information tion," for possible presentations at the annual congress of the International Soci ety for Intercultural Education Training and Research, to be held in May in Jamai ca. Contact: SIETAR, Suite 900, 733 15th Street, N.W., Washington 20009; (202) 737-5000, fax (202) 332-5553.

MISCELLANY

February 1: Nursing and anthropology. Re search by students demonstrating an inte-gration of nursing and anthropology for consideration for awards from the Trans-cultural Nursing Society and the Council on Nursing and Anthropology, Contact: Katherine Kelly, Secretary, Transcultural Nursing Suclety, 32 Woodland Avenue, Salem, N.H. 03079.

nuc. Salem, N.H. 03079.
February 3: Humanities. Applications from institutions seeking to serve as hosts to Rockefeller Foundation fellows in the humanities. Contact: Humanities Fellowships, Rockefeller Foundation, Arts and Humanities Division, H33 Avenue of the Americas, New York 10036.

February 3: Student aid. Applications for Institutional eligibility and certification for participation in the campus-based Perkins Luan, College Work-Study, and Sumlemental Educational Opportunity

Supplemental Educational Opportunity Programs, Contact: Carol F. Sperry, Di-Supplementary Contact: Carol F. Sperry, Director, Division of Eligibility and Certification, Office of Post-econdary Education, Department of Education, Room 3030, Regional Office Building 3, 400 Maryland Avenue, S.W., Washington 20202-5242; (202) 708-4906, tFor further information, see Frderal Register, January 6, Pages 510-11.)

February 15: History of nursing Manuscripts on the history of nursing for consideration for the Lavinia L. Dock Award or the Teresa E. Christy Award. Contact: Ellen D. Baer, Center for the Study of the History of Nursing, University of Pennistyny of Nursing, University of Pennisting

Ellen D. Baer, Center for the Study of the History of Nursing, University of Pennsylvania, School of Nursing, 307 Nursing Education Building, Philadelphia 19104-6086; (215) 898-8287.

February 24: Software. Software in the natural sciences, social sciences, or accounting for consideration for Educom Higher Education Software Awards. Contact: Higher Education Software Awards Program. Attention: Gail Miller, Computer Science Center, Building 224. Computer Science Center, Building 224, University of Maryland, College Park, Md. 20742-2411.

February 28: Philanthropy and education. Dissertations acc

Dissortations accepted and articles, monographs, and books published during the 1990-91 academic year for consideration for the John Grenzebach Awards for Outstanding Research in Philanthropy for Education. Contact: Judy Diane Grace, Director of Research, Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Washington 20036-1261; (202) 328-5985.

Languages, Applications from institutions for participation in the Poreign Language Teaching Assistant Program, which brings Austrian, Belgian, Chinese, French, German, Italian, and Mexican university students or young teachers to the United States to study and serve as Language-teaching assistants. Contact: Luisa Guerriera, Institute of International Education, 809 United Nations Plaza.

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Deadlines

bol (m) marks items that have not appeared in previous issues of

534-2324, fax (619) 554-0485.

29: Philosophy. "Which Computers Can Think?" symposium, University of New Hampshire, Durham, N.H. Contact: Ken Westphal, Department of Philosophy, University of New Hampshire, Durham, N.H. 03824.

■ 28-March 4: Holocaust and religion. "Holocaust and Church Struggle: Reli-

aion, Power, and the Politics of Resistance," annual scholars conference on the Holocaust and the German-church

struggle, University of Washington, Seat-tle. Contact: H. O. Locke, University of

Washington, MS:DC-13, Seattle 98195; fax (206) 543-1096.

EGHISWOLLS.

February 3: Arts and humanities. Applications for short-term visiting fellowships. Contact: Librarian, Houghton Library, Harvard University, Cambridge, Musy.

02138.

February 14: International studies. Applications for dissertation and postdoctoral fellowships for advanced Cerman and European studies, with residence at the Free University of Berlin. Contact: Berlin Program, Social Science Research Council, 605 Third Avenue, New York 10158.

February 15: Environmental solence and engineering. Applications for resident summer followships. Contact: Environ-

pation in a summer institute on Mercal colonial art, to be held in Albuquerque, N.M., and Mexico City. Contact Metican Colonial Art Institute, Latin Andican Institute, University of New Mercal Albuquerque, N.M. 87131-1016.

PAPERS

February 3: Higher education. Proposals for possible presentations at a national conference on racial and ethnic relations of American higher education, to be keld in June in San Francisco. Contact: Maggic Abudu. Executive Director, Southerld Center for Human Relations Studies. University of Oklahoma, Suite 300, [63] Asp Avenue, Norman, Okla. 73037-003. Asp Avenue, Norman, Okla. 73037-003. February 3: Interdisciplinary programs. Abstracts of papers for possible presentation at a national conference on south ditional and interdisciplinary programs, to be held in May in Virginia Beach. Conference on the conference of the conference of the conference of the conference on south to be held in May in Virginia Beach. Conference on the conference of the conference o

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lim England Regional Office, The College Board, 470 Totten Pond Rd, Watham, MA 02154

Register V The College Board 1992 New England

Rhowledge for possible precumations at a conference, to be held in May in Corner Brook, Newfoundland, Contact: Michael Coyne or Georg Clunther, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, Newfoundland A2H 649; (709) 637-6333, 650, 4700, 630, 8125 fna (709) 639-8125.

1992 February S M T W T F 8 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29

February 15: Rural families. Proposals o ■ February 16: Rural families. Proposals on the theme "Children, Youth, and Fam-ilies." for possible presentations at the National Rural Families Conference, to he held in September in Manhattan, Kan-contact: National Rural Families Confer-ence, Division of Continuing Education, Kunsas State University, Manhattan, Kun. 66508: (800) 432-8222 or (913) 532-Kan. 66506; (800) 432-8222 or (913) 532-

February 15: Interdiscipiina

Proposals on the theme "Myth and Knowledge" for possible presentations

(202) 326-6600.

February 15: Women in medicine. Applications for summer fellowships for executions on Women in Medicine. Code: Archives and Special Coder and Medicine. Coder and Special Coder and University. Ypsilanti, Mich. 48197.

Hereny 15: American education. Proposals on the theme "Wonders of the Invisible of the theme" February 15: Women and writing. Essuys on the theme "Women's Positions in Contemporary Writing," for possible publication in Mid-American Review Kald," for possible presentations at the biblin Seminar for New England Holk-Ke to be held in June in Deerfield, Mass. Contact: Gloria Still, non-fection editor Mid-American Review, 106 Hanna Hall, Department of English, Bowling Green Contact: Peter Benes, Director, Dublin Seminar for New England Folklite, 249 State University, Bowling Green, Ohio

February 24: Administration. Proposals on the theme "Doing more With Less: the Challenge of Constraints" for consideration for the Exemplary Models Award and the John Blackburn Award, and for possible presentation at the annual as-sendily of the American Association of University Administrators, to be held in June in Cincumati. Contact: Susan B Kaplan, General Secretary, Aana, 2121 1

Street, N.W., Washington 20052; (202) 994-6503, (ax (202) 994-0654. February 28: Affirmative action. Abstract of papers on the theme "Fynanding the Dialogue Affirmative Action in the 21st Century" for possible presentation at a regional conference of the American As-

apis Contact: Siepfried Mews, Department of Germanic Languages, Campus Bot 160, 438 Dey Hall, University of

A SPECIAL INVITATION

CONFERENCES



Ramington Avenue, Concord, Mac 0742; (508) 369-7382.

Prince (1905) 5097-7502.

Retray 15: Community services and containing education. Proposals for possible regentations at a conference of the National Council on Community Services.

d Continuing Education, to be held in

Lyon, Prince George's Community Col-kg, 301 Largo Road, Lurgo, Md. 20772;

Francy 15: German studies. Proposition possible presentations at the annual

conference of the German Studies Assu-cation to be held in October in Minne

ly Reithlingshoefer, Associate ideal for Administration and all Development. Center for Development.

mental Science and Engineer(1)
gram, American Association for 61
vancement of Science, 133) it 15
Fobruary 15: Ethnic studies Agree
for Rockefeller Foundation fellow
Contact: Evelyn Hu-DeHart, 122,
In America, University of Case

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(30.3) 492-8852.

February 15: Global change, Applications, Contact: Change Distinguished J. Department of Energy, Contact (Change Distinguished Postdoctoral Fellowships, Socience/Engineering Editor Division, Oak Ridge Associative February 15: Philanthropy, Applications, P.O. Box 117, Oak king February 15: Philanthropy, Applications, Proposition of Contact: Center on R. thropy, Suite 301, 550 West North Sc. Indianapolis 46202; (317) 274-808

February 18: Science and engineer Applications for two-year fellowships to the Contact and Research, for nossible Indianapolis 46202; (317) 274-808

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Technology Policy. Contact: AAMS:
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The World House Office of Science and Engine in Brush and Colorado State University, Fort 1833 H Street, N.W., Washington Na; (202) 326-6600.

The World House Office of Science and Engine in Research Colorado State University, Fort 1833 H Street, N.W., Washington Na; (202) 326-6600.

in America, University of Celas Campus Box 339, Boulder, Cole k. (303) 492-8852.

delphia 19129.
February 28: Humanities. Applicates for visiting fellowships in the humanities.

Contact: Inequeline Murray, Direct Humanities Research Group, Uniteds of Windsor, 401 Sunset Avenue, Wal-sor, Ontario N9B 3P4; (519) 253425 ext. 3508, fux (519) 973-7050.

tact: Fellowships Office, Amena Council of Learned Societies, 23 Es

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February 14: General education. Applications for participation in the Ashevilicle stitute on General Education, to be held in June in Asheville, N.C. Contact of fice of Programs, Association of Astrona Colleges, 1818 R Street, N.W. Washington 20009; (202) 387-3760. February 14: General education. न February 24: Art. Applications for parking pation in a summer institute on Merical

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